GENERAL SERVICES ADMINISTRATION
FEDERAL SUPPLY SERVICE
AUTHORIZED MULTIPLE AWARD SCHEDULE CATALOG/PRICE LIST

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order is available through GSA *Advantage!*, a menu-driven database system. The INTERNET address for GSA *Advantage!* is http://www.gsaadvantage.gov

SCHEDULE TITLE: Multiple Award Schedule – General Purpose Commercial Information Technology Equipment, Software, and Services

54151S - 54151S Information Technology Professional Services
FSC Class(es)/Product Code:

FSC/PSC Class D301	IT and Telecom- Facility Operation and Maintenance
FSC/PSC Class D302	IT and Telecom- Systems Development
FSC/PSC Class D306	IT and Telecom- Systems Analysis
FSC/PSC Class D307	IT and Telecom- IT Strategy and Architecture
FSC/PSC Class D308	IT and Telecom- Programming
FSC/PSC Class D310	IT and Telecom- Cyber Security and Data Backup
FSC/PSC Class D311	IT and Telecom- Data Conversion
FSC/PSC Class D316	IT and Telecom- Telecommunications Network Management
FSC/PSC Class D317	IT and Telecom- Web-Based Subscription
FSC/PSC Class D399	IT and Telecom- Other IT and Telecommunications

54151HACS - 54151HACS Highly Adaptive Cybersecurity Services

ALL HACS subcategories are included on this contract.

CONTRACT NUMBER: GS-35F-0216Y

CONTRACT PERIOD: February 27, 2022 through February 26, 2027
Pricelist current through Modification PA-0034, effective August 3, 2022

For more information on ordering from Federal Supply go to this website: www.gsa.gov/schedules

CONTRACTOR: **SkyePoint Decisions, Inc.**
45240 Business Ct., Suite 160
Dulles, VA 20166
Office: 703.234.7880
Fax: 703.636.8918
E-mail: gsamas@skyepoint.com
http://www.skyepoint.com

CONTRACTOR'S ADMINISTRATION SOURCE: **Nancy Robinson**
Email: nancy.robinson@skyepoint.com

BUSINESS SIZE: Small Business

CUSTOMER INFORMATION:

1a. TABLE OF AWARDED SPECIAL ITEM NUMBERS

(SINs) SIN DESCRIPTION

54151S - Information Technology Professional Services

FSC/PSC Class D301	IT and Telecom- Facility Operation and Maintenance
FSC/PSC Class D302	IT and Telecom- Systems Development
FSC/PSC Class D306	IT and Telecom- Systems Analysis
FSC/PSC Class D307	IT and Telecom- IT Strategy and Architecture
FSC/PSC Class D308	IT and Telecom- Programming
FSC/PSC Class D310	IT and Telecom- Cyber Security and Data Backup
FSC/PSC Class D311	IT and Telecom- Data Conversion
FSC/PSC Class D316	IT and Telecom- Telecommunications Network Management
FSC/PSC Class D317	IT and Telecom- Web-Based Subscription
FSC/PSC Class D399	IT and Telecom- Other IT and Telecommunications

54151HACS - Highly Adaptive Cybersecurity Services

1b. LOWEST PRICED MODEL NUMBER AND PRICE FOR EACH SIN: See Price List

1c. HOURLY RATES (Services only): See labor categories and pricing beginning on p.9 and p.56 respectively

2. MAXIMUM ORDER*:

SIN	MAXIMUM ORDER
54151S	$500,000/per Order
54151HACS	$500,000/per Order

NOTE TO ORDERING ACTIVITIES: *If the best value selection places your order over the Maximum Order identified in this catalog/pricelist, you have an opportunity to obtain a better schedule contract price. Before placing your order, contact the aforementioned contactor for a better price. The contractor may (1) offer a new price for this requirement (2) offer the lowest price available under this contract or (3) decline the order. A delivery order that exceeds the maximum order may be placed under the schedule contract in accordance with FAR 8.404.

3. MINIMUM ORDER: Minimum order per the contract $100.00 or as negotiated.

4. GEOGRAPHIC COVERAGE: Domestic, or 48 contiguous states, Alaska, Hawaii, Puerto Rico, Washington, DC, and U.S. Territories.

5. POINT(S) OF PRODUCTION: N/A

6. DISCOUNT FROM LIST PRICES: *GSA Net Prices are shown on the attached GSA pricelist. Negotiated discount has been applied and the IFF has been added.*

7. QUANTITY DISCOUNT(S): None

8. PROMPT PAYMENT TERMS: None

9.a Government Purchase Cards are accepted at or below the micro-purchase threshold.

9.b **Government Purchase Cards are not accepted above the micro-purchase threshold.** Government purchase cards are not accepted above the micro-purchase threshold. However, on occasion SkyePoint Decisions may accept the Government purchase card in accordance with GSAR 552.232-79 (c) Payment by Credit Card. **Contact contractor for limit.**

10. **FOREIGN ITEMS: N/A**

11a. **TIME OF DELIVERY:** As Negotiated at the task order level.

11b. **EXPEDITED DELIVERY:** Negotiated at the task order level.

11c. **OVERNIGHT AND 2-DAY DELIVERY: N/A**

11d. **URGENT REQUIRMENTS:** Agencies can contact the Contractor's representative to affect a faster delivery. Customers are encouraged to contact the contractor for the purpose of requesting accelerated delivery.

12. **FOB POINT:** Destination

13a. **ORDERING ADDRESS:**

SkyePoint Decisions, Inc.
45240 Business Ct., Suite 160
Dulles, VA 20166
Office: 703.234.7880
Fax: 703.636.8918
E-mail: gsamas@skyepoint.com

13b. **ORDERING PROCEDURES:** Ordering activities shall use the ordering procedures described in Federal Acquisition Regulation 8.405-3 on Blanket Purchase Agreements (BPA's)

14. **PAYMENT ADDRESS:** Same as contractor

15. **WARRANTY PROVISION:** N/A

16. **EXPORT PACKING CHARGES:** N/A

17. **TERMS AND CONDITIONS OF GOVERNMENT PURCHASE CARD ACCEPTANCE:** See 9a and 9b**.**

18. **TERMS AND CONDITIONS OF RENTAL, MAINTENANCE, AND REPAIR (IF APPLICABLE): :** N/A

19. **TERMS AND CONDITIONS OF INSTALLATION (IF APPLICABLE):** N/A

20. **TERMS AND CONDITIONS OF REPAIR PARTS INDICATING DATE OF PARTS PRICE LISTS AND ANY DISCOUNTS FROM LIST PRICES (IF AVAILABLE):** N/A

20a. **TERMS AND CONDITIONS FOR ANY OTHER SERVICES (IF APPLICABLE):** N/A

21. **LIST OF SERVICE AND DISTRIBUTION POINTS (IF APPLICABLE):** N/A

22. **LIST OF PARTICIPATING DEALERS (IF APPLICABLE):** N/A

23. **PREVENTIVE MAINTENANCE (IF APPLICABLE):** N/A

24a. SPECIAL ATTRIBUTES SUCH AS ENVIRONMENTAL ATTRIBUTES (e.g. recycled content, energy efficiency, and/or reduced pollutants): N/A

24b. Section 508 Compliance for Electronic and Information Technology (EIT): If applicable, Section 508 compliance information on the supplies and services in this contract are available in Electronic and Information Technology (EIT) at the following: Section 508 compliance is in process.

The EIT standard can be found at: www.Section508.gov/.

25. DUNS NUMBER: 829977508

26. NOTIFICATION REGARDING REGISTRATION IN SYSTEM FOR AWARD MANAGEMENT (SAM) DATABASE: Contractor has an Active Registration in the SAM database.

TERMS AND CONDITIONS APPLICABLE TO INFORMATION TECHNOLOGY (IT) PROFESSIONAL SERVICES (SPECIAL ITEM NUMBER 54151S)

1. SCOPE

a. The prices, terms and conditions stated under Special Item Number 54151S - 54151S Information Technology Professional Services apply exclusively to IT Professional Services within the scope of this Information Technology Schedule.

b. The Contractor shall provide services at the Contractor's facility and/or at the ordering activity location, as agreed to by the Contractor and the ordering activity.

2. PERFORMANCE INCENTIVES I-FSS-60 Performance Incentives (April 2000)

a. Performance incentives may be agreed upon between the Contractor and the ordering activity on individual fixed price orders or Blanket Purchase Agreements under this contract.

b. The ordering activity must establish a maximum performance incentive price for these services and/or total solutions on individual orders or Blanket Purchase Agreements.

c. Incentives should be designed to relate results achieved by the contractor to specified targets. To the maximum extent practicable, ordering activities shall consider establishing incentives where performance is critical to the ordering activity's mission and incentives are likely to motivate the contractor. Incentives shall be based on objectively measurable tasks.

3. ORDER

a. Agencies may use written orders, EDI orders, blanket purchase agreements, individual purchase orders, or task orders for ordering services under this contract. Blanket Purchase Agreements shall not extend beyond the end of the contract period; all services and delivery shall be made and the contract terms and conditions shall continue in effect until the completion of the order. Orders for tasks which extend beyond the fiscal year for which funds are available shall include FAR 52.232-19 (Deviation – May 2003) Availability of Funds for the Next Fiscal Year. The purchase order shall specify the availability of funds and the period for which funds are available.

b. All task orders are subject to the terms and conditions of the contract. In the event of conflict between a task order and the contract, the contract will take precedence.

4. PERFORMANCE OF SERVICES

a. The Contractor shall commence performance of services on the date agreed to by the Contractor and the ordering activity.

b. The Contractor agrees to render services only during normal working hours, unless otherwise agreed to by the Contractor and the ordering activity.

c. The ordering activity should include the criteria for satisfactory completion for each task in the Statement of Work or Delivery Order. Services shall be completed in a good and workmanlike manner.

d. Any Contractor travel required in the performance of IT Services must comply with the Federal Travel Regulation or Joint Travel Regulations, as applicable, in effect on the date(s) the travel is performed. Established Federal Government per diem rates will apply to all Contractor travel. Contractors cannot use GSA city pair contracts.

5. STOP-WORK ORDER (FAR 52.242-15) (AUG 1989)

(a) The Contracting Officer may, at any time, by written order to the Contractor, require the Contractor to stop all, or any part, of the work called for by this contract for a period of 90 days after the order is delivered to the Contractor, and for any further period to which the parties may agree. The order shall be specifically identified as a stop-work order issued under this clause. Upon receipt of the order, the Contractor shall immediately comply with its terms and take all reasonable steps to minimize the incurrence of costs allocable to the work covered by the order during the period of work stoppage. Within a period of 90 days after a stop-work is delivered to the Contractor, or within any extension of that period to which the parties shall have agreed, the Contracting Officer shall either-

(1) Cancel the stop-work order; or

(2) Terminate the work covered by the order as provided in the Default, or the Termination for Convenience of the Government, clause of this contract.

(b) If a stop-work order issued under this clause is canceled or the period of the order or any extension thereof expires, the Contractor shall resume work. The Contracting Officer shall make an equitable adjustment in the delivery schedule or contract price, or both, and the contract shall be modified, in writing, accordingly, if-

(1) The stop-work order results in an increase in the time required for, or in the Contractor's cost properly allocable to, the performance of any part of this contract; and

(2) The Contractor asserts its right to the adjustment within 30 days after the end of the period of work stoppage; provided, that, if the Contracting Officer decides the facts justify the action, the Contracting Officer may receive and act upon the claim submitted at any time before final payment under this contract.

(c) If a stop-work order is not canceled and the work covered by the order is terminated for the convenience of the Government, the Contracting Officer shall allow reasonable costs resulting from the stop-work order in arriving at the termination settlement.

(d) If a stop-work order is not canceled and the work covered by the order is terminated for default, the Contracting Officer shall allow, by equitable adjustment or otherwise, reasonable costs resulting from the stop-work order.

6. INSPECTION OF SERVICES

In accordance with FAR 52.212-4 CONTRACT TERMS AND CONDITIONS--COMMERCIAL ITEMS (MAR 2009) (DEVIATION I - FEB 2007) for Firm-Fixed Price orders and FAR 52.212-4 CONTRACT TERMS AND CONDITIONS –COMMERCIAL ITEMS (MAR 2009) (ALTERNATE I – OCT 2008) (DEVIATION I – FEB 2007) applies to Time-and-Materials and Labor-Hour Contracts orders placed under this contract.

7. RESPONSIBILITIES OF THE CONTRACTOR

The Contractor shall comply with all laws, ordinances, and regulations (Federal, State, City, or otherwise) covering work of this character. If the end product of a task order is software, then FAR 52.227-14 (Dec 2007) Rights in Data – General, may apply.

8. RESPONSIBILITIES OF THE ORDERING ACTIVITY

Subject to security regulations, the ordering activity shall permit Contractor access to all facilities necessary to perform the requisite IT Professional Services.

9. INDEPENDENT CONTRACTOR

All IT Professional Services performed by the Contractor under the terms of this contract shall be as an independent Contractor, and not as an agent or employee of the ordering activity.

10. ORGANIZATIONAL CONFLICTS OF INTEREST

a. Definitions.

"Contractor" means the person, firm, unincorporated association, joint venture, partnership, or corporation that is a party to this contract.

"Contractor and its affiliates" and "Contractor or its affiliates" refers to the Contractor, its chief executives, directors, officers, subsidiaries, affiliates, subcontractors at any tier, and consultants and any joint venture involving the Contractor, any entity into or with which the Contractor subsequently merges or affiliates, or any other successor or assignee of the Contractor.

An "Organizational conflict of interest" exists when the nature of the work to be performed under a proposed ordering activity contract, without some restriction on ordering activities by the Contractor and its affiliates, may either (i) result in an unfair competitive advantage to the Contractor or its affiliates or (ii) impair the Contractor's or its affiliates' objectivity in performing contract work.

b. To avoid an organizational or financial conflict of interest and to avoid prejudicing the best interests of the ordering activity, ordering activities may place restrictions on the Contractors, its affiliates, chief executives, directors, subsidiaries and subcontractors at any tier when placing orders against schedule contracts. Such restrictions shall be consistent with FAR 9.505 and shall be designed to avoid, neutralize, or mitigate organizational conflicts of interest that might otherwise exist in situations related to individual orders placed against the schedule contract. Examples of situations, which may require restrictions, are provided at FAR 9.508.

11. INVOICES

The Contractor, upon completion of the work ordered, shall submit invoices for IT Professional services. Progress payments may be authorized by the ordering activity on individual orders if appropriate. Progress payments shall be based upon completion of defined milestones or interim products. Invoices shall be submitted monthly for recurring services performed during the preceding month.

12. PAYMENTS

For firm-fixed price orders the ordering activity shall pay the Contractor, upon submission of proper invoices or vouchers, the prices stipulated in this contract for service rendered and accepted. Progress payments shall be made only when authorized by the order. For time-and-materials orders, the Payments under Time-and-Materials and Labor-Hour Contracts at FAR 52.212-4 (MAR 2009) (ALTERNATE I – OCT 2008) (DEVIATION I – FEB 2007) applies to time-and-materials orders placed under this contract. For labor-hour orders, the Payment under Time-and-Materials and Labor-Hour Contracts at FAR 52.212-4 (MAR 2009) (ALTERNATE I – OCT 2008) (DEVIATION I – FEB 2007) applies to labor-hour orders placed under this contract. 52.216-31(Feb 2007) Time-and-Materials/Labor-Hour Proposal Requirements—Commercial Item Acquisition As prescribed in 16.601(e)(3), insert the following provision:

(a) The Government contemplates award of a Time-and-Materials or Labor-Hour type of contract resulting from this solicitation.

(b) The offeror must specify fixed hourly rates in its offer that include wages, overhead, general and administrative expenses, and profit. The offeror must specify whether the fixed hourly rate for each labor category applies to labor performed by—

(1) The offeror;

(2) Subcontractors; and/or

(3) Divisions, subsidiaries, or affiliates of the offeror under a common control.

13. RESUMES

Resumes shall be provided to the GSA Contracting Officer or the user ordering activity upon request.

14. INCIDENTAL SUPPORT COSTS

Incidental support costs are available outside the scope of this contract. The costs will be negotiated separately with the ordering activity in accordance with the guidelines set forth in the FAR.

15. APPROVAL OF SUBCONTRACTS

The ordering activity may require that the Contractor receive, from the ordering activity's Contracting Officer, written consent before placing any subcontract for furnishing any of the work called for in a task order.

16. DESCRIPTION OF IT PROFESSIONAL SERVICES AND PRICING

a. The Contractor shall provide a description of each type of IT Service offered under Special Item Numbers 54151S - 54151S Information Technology Professional Services should be presented in the same manner as the Contractor sells to its commercial and other ordering activity customers. If the Contractor is proposing hourly rates, a description of all corresponding commercial job titles (labor categories) for those individuals who will perform the service should be provided.

b. Pricing for all IT Professional Services shall be in accordance with the Contractor's customary commercial practices; e.g., hourly rates, monthly rates, term rates, and/or fixed prices, minimum general experience and minimum education.

LABOR CATEGORY DESCRIPTIONS (SIN 54151S)

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
Financial Analyst II	*Performs information technology program support related to program analysis, production scheduling, logistics, special projects, statistical analysis, and life cycle costing, budgeting, financial studies and performs costing for assigned information technology projects. Provides support in the preparation of monthly reports, program reviews, presentations, project plans, briefings, schedules and other information technology project deliverables. May perform asset management functions as required.*	*Bachelor's Degree in a related field.*	*3 Years*	*Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.*
Configuration Management Specialist II	*Provides configuration management planning. Describes provisions for configuration identification, change control, configuration status accounting, and configuration audits. Regulates the change process so that only approved and validated changes are incorporated into product documents, software, and hardware. Responsible for configuration planning. Identifies and maintains the original configuration of requirements documentation, design documentation, software, hardware and related documentation. Regulates the change control process so that only approved and*	*Bachelor's Degree in a related field.*	*3 Years*	*Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.*

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
	validated changes are incorporated into configuration control documents and related software. Responsible for configuration status accounting. Tracks all problems and changes in configuration control documents, software and/or hardware and reports changes and current configuration. Responsible for configuration audits. Supports audits to verify that requirements of all baselines have been met by the as-built software. Supports quality assurance process audits.			
Configuration Management Specialist III	*Provides configuration management planning. Describes provisions for configuration identification, change control, configuration status accounting, and configuration audits. Regulates the change process so that only approved and validated changes are incorporated into product documents, software, and hardware. Responsible for configuration planning. Identifies and maintains the original configuration of requirements documentation, design documentation, software, hardware and related documentation. Regulates the change control process so that only approved and validated changes are incorporated into configuration control documents and related software. Responsible for*	*Bachelor's Degree in a related field.*	*5 Years*	*Possesses and applies a comprehensive knowledge across key tasks and high impact assignments. Plans and leads major technology assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as a technical expert across multiple project assignments. May supervise others.*

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
	configuration status accounting. Tracks all problems and changes in configuration control documents, software and/or hardware and reports changes and current configuration. Responsible for configuration audits. Supports audits to verify that requirements of all baselines have been met by the as-built software. Supports quality assurance process audits.			
Subject Matter Expert I	*(NOTE: THIS LABOR CATEGORY IS APPLICABLE AND MAY BE USED ACROSS ALL OTHER GROUPS AND TECHNICAL DISCIPLINES) Serves as subject matter expert, possessing in-depth knowledge of a particular area, such as business, computer science, engineering, mathematics, technologies or the various sciences. Provides technical knowledge and analysis of highly specialized applications and operational environments, high-level functional systems analysis, design, integration, documentation and implementation advice on exceptionally complex problems that need extensive knowledge of the subject matter for effective implementation. Participates as needed in all phases of system and software development with emphasis on the planning, analysis,*	*Associate's Degree in a related field.*	*1 Year*	*Applies fundamental concepts, processes, practices, and procedures on technical assignments. Performs work that requires practical experience and training. Work is performed under supervision.*

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
	testing, integration, documentation, and presentation phases. Applies principles, methods and knowledge of the functional area of capability to specific task order requirements, advanced mathematical principles and methods to exceptionally difficult and narrowly defined technical problems in engineering and other scientific applications to arrive at automated solutions.			
Subject Matter Expert II	*(NOTE: THIS LABOR CATEGORY IS APPLICABLE AND MAY BE USED ACROSS ALL OTHER GROUPS AND TECHNICAL DISCIPLINES)Serves as subject matter expert, possessing in-depth knowledge of a particular area, such as business, computer science, engineering, mathematics, technologies or the various sciences. Provides technical knowledge and analysis of highly specialized applications and operational environments, high-level functional systems analysis, design, integration, documentation and implementation advice on exceptionally complex problems that need extensive knowledge of the subject matter for effective implementation. Participates as needed in all phases of system and software development with emphasis on the planning, analysis,*	*Bachelor's Degree in a related field.*	*3 Years*	*Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.*

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
	testing, integration, documentation, and presentation phases. Applies principles, methods and knowledge of the functional area of capability to specific task order requirements, advanced mathematical principles and methods to exceptionally difficult and narrowly defined technical problems in engineering and other scientific applications to arrive at automated solutions.			
Subject Matter Expert III	*(NOTE: THIS LABOR CATEGORY IS APPLICABLE AND MAY BE USED ACROSS ALL OTHER GROUPS AND TECHNICAL DISCIPLINES)Serves as subject matter expert, possessing in-depth knowledge of a particular area, such as business, computer science, engineering, mathematics, technologies or the various sciences. Provides technical knowledge and analysis of highly specialized applications and operational environments, high-level functional systems analysis, design, integration, documentation and implementation advice on exceptionally complex problems that need extensive knowledge of the subject matter for effective implementation. Participates as needed in all phases of system and software development with emphasis on the planning, analysis,*	*Bachelor's Degree in a related field.*	*5 Years*	*Possesses and applies a comprehensive knowledge across key tasks and high impact assignments. Plans and leads major technology assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as a technical expert across multiple project assignments. May supervise others.*

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
	testing, integration, documentation, and presentation phases. Applies principles, methods and knowledge of the functional area of capability to specific task order requirements, advanced mathematical principles and methods to exceptionally difficult and narrowly defined technical problems in engineering and other scientific applications to arrive at automated solutions.			
Subject Matter Expert IV	*(NOTE: THIS LABOR CATEGORY IS APPLICABLE AND MAY BE USED ACROSS ALL OTHER GROUPS AND TECHNICAL DISCIPLINES)Serves as subject matter expert, possessing in-depth knowledge of a particular area, such as business, computer science, engineering, mathematics, technologies or the various sciences. Provides technical knowledge and analysis of highly specialized applications and operational environments, high-level functional systems analysis, design, integration, documentation and implementation advice on exceptionally complex problems that need extensive knowledge of the subject matter for effective implementation. Participates as needed in all phases of system and software development with emphasis on the planning, analysis,*	*Bachelor's Degree in a related field.*	*7 Years*	*Provides technical/management leadership on major tasks or technology assignments. Establishes goals and plans that meet project objectives. Has domain and expert technical knowledge. Directs and controls activities for a client, having overall responsibility for financial management, methods, and staffing to ensure that technical requirements are met. Interactions involve client negotiations and interfacing with senior management. Decision making and domain knowledge may have a critical impact on overall project implementation. Acts as a senior consultant in complex or mission critical client*

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
	testing, integration, documentation, and presentation phases. Applies principles, methods and knowledge of the functional area of capability to specific task order requirements, advanced mathematical principles and methods to exceptionally difficult and narrowly defined technical problems in engineering and other scientific applications to arrive at automated solutions.			*requirements. Develops, modifies, and applies computer modeling and programming applications to analyze and solve mathematical and scientific problems affecting system and program performance. Participates in all phases of scientific and engineering projects such as research, design, development, testing, modeling, simulating, training, and documentation. May supervise others.*
Computer Operator II	*Monitors and operates the control console of a digital computer under supervision of lead operator. Processes data and runs all programs, including new or complex programs, according to established operating instructions. Studies instructions to determine equipment setup and operations. Loads computer equipment and peripherals with required items (tape reels, disk packs, software, etc.) Switches necessary auxiliary equipment onto the circuit/network; starts and operates the computer system. Makes adjustments to the system to correct operating problems or to meet special conditions. Maintains operating records and performs other related tasks as required.*	*Bachelor's Degree in a related field.*	*3 Years*	*Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.*

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
Computer Security Analyst II	*Provides assistance to the project/program manager on matters pertaining to information security on information systems and supporting communications infrastructures. Analyzes and defines security requirements for systems and/or networks. Designs, develops, engineers, and implements solutions that meet security requirements. Responsible for integration and implementation of security solutions. Performs vulnerability/risk analyses of computer systems and applications during all phases of the system development life cycle. Generates detailed draft reports analyzing the physical, administrative, systemic and technical security posture of installations, and makes recommendations to reduce or eliminate security vulnerabilities or risks.*	*Bachelor's Degree in a related field.*	*3 Years*	*Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.*

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
Information Assurance/Security Specialist II	*Determines enterprise information assurance and security standards. Develops and implements information assurance/security standards and procedures. Coordinates, develops, and evaluates security programs for an organization. Recommends information assurance/security solutions to support customers' requirements. Identifies, reports, and resolves security violations. Establishes and satisfies information assurance and security requirements based upon the analysis of user, policy, regulatory, and resource demands. Supports customers at the highest levels in the development and implementation of doctrine and policies. Applies know-how to government and commercial common user systems, as well as to dedicated special purpose systems requiring specialized security features and procedures. Provides integration and implementation of the computer system security solution. Analyzes general information assurance related technical problems and provides basic engineering and technical support in solving these problems. Performs vulnerability/risk analyses of computer systems and applications*	*Bachelor's Degree in a related field.*	*3 Years*	*Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.*

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
	during all phases of the system development life cycle. Ensures that all information systems are functional and secure. Areas of responsibility may include: identity management, secure system engineering and development, biometrics, system/security requirements analysis, secure system definition, as well as, specification development of INFOSEC policies and procedures utilizing technical and analytical skills. May also design test beds for the Developmental Test & Evaluation (DT&E) of INFOSEC hardware and software solutions.			
Information Assurance/Security Specialist III	*Determines enterprise information assurance and security standards. Develops and implements information assurance/security standards and procedures. Coordinates, develops, and evaluates security programs for an organization. Recommends information assurance/security solutions to support customers' requirements. Identifies, reports, and resolves security violations. Establishes and satisfies information assurance and security requirements based upon the analysis of user, policy, regulatory, and resource demands. Supports customers at the highest levels in the development and implementation of doctrine and policies.*	*Bachelor's Degree in a related field.*	*5 Years*	*Possesses and applies a comprehensive knowledge across key tasks and high impact assignments. Plans and leads major technology assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as a technical expert across multiple project assignments. May supervise others.*

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
	Applies know-how to government and commercial common user systems, as well as to dedicated special purpose systems requiring specialized security features and procedures. Provides integration and implementation of the computer system security solution. Analyzes general information assurance related technical problems and provides basic engineering and technical support in solving these problems. Performs vulnerability/risk analyses of computer systems and applications during all phases of the system development life cycle. Ensures that all information systems are functional and secure. Areas of responsibility may include: identity management, secure system engineering and development, biometrics, system/security requirements analysis, secure system definition, as well as, specification development of INFOSEC policies and procedures utilizing technical and analytical skills. May also design test beds for the Developmental Test & Evaluation (DT&E) of INFOSEC hardware and software solutions.			

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
Information Specialist II	*Applies information management techniques and practices in support of business process improvement and business process modernization projects. Applies reverse engineering and reengineering disciplines to develop activity and data modeling, transaction flow analysis to document existing processes. Uses such methodologies as IDEFO Performs process and/or data modeling utilizing industry standard tools such as IDEFO and IDEFIX. Develops and applies organization wide information models for use in assisting the design of integrated, shared software and database management systems. Participates in the construct of sound, logical business improvement opportunities consistent with organizational information management guiding principles, cost savings, and open system architecture objectives. Analyzes functional business applications and design specifications.*	*Bachelor's Degree in a related field.*	*3 Years*	*Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.*

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
IT Analyst II	*Provides technical and administrative direction for tasks, including review of work products for correctness, compliance with industry accepted standards, policies, and user standards specified in specific TOs. Ensures problem resolution and customer satisfaction. Provides technical and administrative guidance and/or direction for technical personnel performing on a task order. Provides technical and administrative direction for tasks, including review of work products for correctness and compliance with industry accepted standards.*	*Bachelor's Degree in a related field.*	*3 Years*	*Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.*
IT Analyst III	*Provides technical and administrative direction for tasks, including review of work products for correctness, compliance with industry accepted standards, policies, and user standards specified in specific TOs. Ensures problem resolution and customer satisfaction. Provides technical and administrative guidance and/or direction for technical personnel performing on a task order. Provides technical and administrative direction for tasks, including review of work products for correctness and compliance with industry accepted standards.*	*Bachelor's Degree in a related field.*	*5 Years*	*Possesses and applies a comprehensive knowledge across key tasks and high impact assignments. Plans and leads major technology assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as a technical expert across multiple project assignments. May supervise others.*
IT Analyst V	*Provides technical and administrative direction for tasks, including review of work products*	*Bachelor's Degree in a related field.*	*10 Years*	*Performs expert, independent services and leadership in*

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
	for correctness, compliance with industry accepted standards, policies, and user standards specified in specific TOs. Ensures problem resolution and customer satisfaction. Provides technical and administrative guidance and/or direction for technical personnel performing on a task order. Provides technical and administrative direction for tasks, including review of work products for correctness and compliance with industry accepted standards.			*specialized technical/functional areas (e.g., Contingency and Disaster Recovery, Business Process Reengineering). Conducts high-level systems analysis of functional area and formulates an effective strategy for accomplishing objectives that will overall performance and efficiency. Develops technical/functional architectures and functional specifications. Provides expertise and assistance in state-of-the-art software and hardware or area of specialization. Analyzes user needs to determine functional and cross-functional requirements. Performs functional allocation to identify required tasks and their interrelationships. Identifies resources required for each task. Provides technical/management leadership on major tasks or technology assignments. Establishes goals and plans that meet project objectives. Has domain and expert technical knowledge. Directs and controls activities for a client, having overall*

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
				responsibility for financial management, methods, and staffing to ensure that technical requirements are met. Interactions involve client negotiations and interfacing with senior management. Decision making and domain knowledge may have a critical impact on overall project implementation. May supervise others.
Network Architect I	*Responsible for gathering and analyzing network communications requirements (voice & data). Examines and assesses existing voice/data communications infrastructure. Architects integrated network solutions – properly integrating solutions with the core network. Prepares detailed design specifications implementing the developed architectures. Provides advice and assistance as necessary during implementation efforts. Can serve as Task/Team Leader Project Management role on certain engagements. May diagnose and resolve Tier III voice/data communication network problems. Provides information systems strategies and implementation planning services. Evaluates and recommends technical, management and*	*Associate's Degree in a related field.*	*1 Year*	*Applies fundamental concepts, processes, practices, and procedures on technical assignments. Performs work that requires practical experience and training. Work is performed under supervision.*

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
	financial approaches to implementation of specific information technologies or networks.			
Network Architect III	*Responsible for gathering and analyzing network communications requirements (voice & data). Examines and assesses existing voice/data communications infrastructure. Architects integrated network solutions – properly integrating solutions with the core network. Prepares detailed design specifications implementing the developed architectures. Provides advice and assistance as necessary during implementation efforts. Can serve as Task/Team Leader Project Management role on certain engagements. May diagnose and resolve Tier III voice/data communication network problems. Provides information systems strategies and implementation planning services. Evaluates and recommends technical, management and financial approaches to implementation of specific information technologies or networks.*	*Bachelor's Degree in a related field.*	*5 Years*	*Possesses and applies a comprehensive knowledge across key tasks and high impact assignments. Plans and leads major technology assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as a technical expert across multiple project assignments. May supervise others.*
Network Architect IV	*Responsible for gathering and analyzing network communications requirements (voice & data). Examines and assesses existing voice/data communications infrastructure. Architects integrated network*	*Bachelor's Degree in a related field.*	*7 Years*	*Provides technical/management leadership on major tasks or technology assignments. Establishes goals and plans that meet project objectives. Has domain and*

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
	solutions – properly integrating solutions with the core network. Prepares detailed design specifications implementing the developed architectures. Provides advice and assistance as necessary during implementation efforts. Can serve as Task/Team Leader Project Management role on certain engagements. May diagnose and resolve Tier III voice/data communication network problems. Provides information systems strategies and implementation planning services. Evaluates and recommends technical, management and financial approaches to implementation of specific information technologies or networks.			*expert technical knowledge. Directs and controls activities for a client, having overall responsibility for financial management, methods, and staffing to ensure that technical requirements are met. Interactions involve client negotiations and interfacing with senior management. Decision making and domain knowledge may have a critical impact on overall project implementation. Acts as a senior consultant in complex or mission critical client requirements. Develops, modifies, and applies computer modeling and programming applications to analyze and solve mathematical and scientific problems affecting system and program performance. Participates in all phases of scientific and engineering projects such as research, design, development, testing, modeling, simulating, training, and documentation. May supervise others.*
Network Architect V	*Responsible for gathering and analyzing network communications requirements (voice &*	*Bachelor's Degree in a related field.*	*10 Years*	*Performs expert, independent services and leadership in*

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
	data). Examines and assesses existing voice/data communications infrastructure. Architects integrated network solutions – properly integrating solutions with the core network. Prepares detailed design specifications implementing the developed architectures. Provides advice and assistance as necessary during implementation efforts. Can serve as Task/Team Leader Project Management role on certain engagements. May diagnose and resolve Tier III voice/data communication network problems. Provides information systems strategies and implementation planning services. Evaluates and recommends technical, management and financial approaches to implementation of specific information technologies or networks.			*specialized technical/functional areas (e.g., Contingency and Disaster Recovery, Business Process Reengineering). Conducts high-level systems analysis of functional area and formulates an effective strategy for accomplishing objectives that will overall performance and efficiency. Develops technical/functional architectures and functional specifications. Provides expertise and assistance in state-of-the-art software and hardware or area of specialization. Analyzes user needs to determine functional and cross-functional requirements. Performs functional allocation to identify required tasks and their interrelationships. Identifies resources required for each task. Provides technical/management leadership on major tasks or technology assignments. Establishes goals and plans that meet project objectives. Has domain and expert technical knowledge. Directs and controls activities for a client, having overall*

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
				responsibility for financial management, methods, and staffing to ensure that technical requirements are met. Interactions involve client negotiations and interfacing with senior management. Decision making and domain knowledge may have a critical impact on overall project implementation. May supervise others.
Network Manager II	*Assists management in the operation of networks and/or security systems. Must stay current with latest developments in network, security, and other LAN technology. Assists with hardware and software trouble shooting for the LAN/WAN. Assists in the operation of all eMail and Client/Server software and network operations. Assists with designing quality metric disciplines. Assists with the analyzing, evaluation, and testing of software/hardware problems and submits findings to management officials. Assists with troubleshooting intra-system telecommunications and/or security. Resolves hardware problems. Schedules or provides training in the use of automation equipment for the office. Maintains inventory of all data center equipment*	*Bachelor's Degree in a related field.*	*3 Years*	*Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.*

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
	and supplies. Submits recommendations relative to the identification of supplies, equipment and furniture. Schedules or performs the repair and/or replacement of defective information technology equipment.			
Network Manager III	*Assists management in the operation of networks and/or security systems. Must stay current with latest developments in network, security, and other LAN technology. Assists with hardware and software trouble shooting for the LAN/WAN. Assists in the operation of all eMail and Client/Server software and network operations. Assists with designing quality metric disciplines. Assists with the analyzing, evaluation, and testing of software/hardware problems and submits findings to management officials. Assists with troubleshooting intra-system telecommunications and/or security. Resolves hardware problems. Schedules or provides training in the use of automation equipment for the office. Maintains inventory of all data center equipment and supplies. Submits recommendations relative to the identification of supplies, equipment and furniture. Schedules or performs the repair and/or replacement of defective information technology equipment.*	*Bachelor's Degree in a related field.*	*5 Years*	*Possesses and applies a comprehensive knowledge across key tasks and high impact assignments. Plans and leads major technology assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as a technical expert across multiple project assignments. May supervise others.*

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
Network Manager IV	*Assists management in the operation of networks and/or security systems. Must stay current with latest developments in network, security, and other LAN technology. Assists with hardware and software trouble shooting for the LAN/WAN. Assists in the operation of all eMail and Client/Server software and network operations. Assists with designing quality metric disciplines. Assists with the analyzing, evaluation, and testing of software/hardware problems and submits findings to management officials. Assists with troubleshooting intra-system telecommunications and/or security. Resolves hardware problems. Schedules or provides training in the use of automation equipment for the office. Maintains inventory of all data center equipment and supplies. Submits recommendations relative to the identification of supplies, equipment and furniture. Schedules or performs the repair and/or replacement of defective information technology equipment.*	*Bachelor's Degree in a related field.*	*7 Years*	*Provides technical/management leadership on major tasks or technology assignments. Establishes goals and plans that meet project objectives. Has domain and expert technical knowledge. Directs and controls activities for a client, having overall responsibility for financial management, methods, and staffing to ensure that technical requirements are met. Interactions involve client negotiations and interfacing with senior management. Decision making and domain knowledge may have a critical impact on overall project implementation. Acts as a senior consultant in complex or mission critical client requirements. Develops, modifies, and applies computer modeling and programming applications to analyze and solve mathematical and scientific problems affecting system and program performance. Participates in all phases of scientific and engineering projects such as research, design,*

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
				development, testing, modeling, simulating, training, and documentation. May supervise others.
Network Specialist II	*Responsible for the development and maintenance of local area, wide area, and intra-networks, including hardware and software systems required to support facility operations. Establishes related practices and standards to conform to the customer's overall information systems policies, goals, and procedures. Studies and projects resource requirements, including personnel, software, equipment, and facilities; makes recommendations to management. Maintains currency in new developments and technology. Provides for training of customer staff and end users.*	*Bachelor's Degree in a related field.*	*3 Years*	*Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.*
Network Specialist III	*Responsible for the development and maintenance of local area, wide area, and intra-networks, including hardware and software systems required to support facility operations. Establishes related practices and standards to conform to the customer's overall information systems policies, goals, and procedures. Studies and projects resource requirements, including personnel, software, equipment, and facilities; makes recommendations to management. Maintains currency in*	*Bachelor's Degree in a related field.*	*5 Years*	*Possesses and applies a comprehensive knowledge across key tasks and high impact assignments. Plans and leads major technology assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as a technical expert across multiple project assignments. May supervise others.*

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
	new developments and technology. Provides for training of customer staff and end users.			
Systems Administrator III	*Performs daily activities including configuration and operation of business systems that may be mainframe, mini, or client/server based. Optimizes system operation and resource utilization, and performs system capacity analysis. Provides assistance to users in accessing and using business systems.*	*Bachelor's Degree in a related field.*	*5 Years*	*Possesses and applies a comprehensive knowledge across key tasks and high impact assignments. Plans and leads major technology assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as a technical expert across multiple project assignments. May supervise others.*
Systems Engineer II	*Provides analysis and engineering services related to the design, development, and integration and maintenance of hardware, software, man-machine interfaces and all system level requirements to provide an integrated IT solution. Develops integrated system test requirement, strategies, devices and systems. May direct system level testing. This involves the establishment of an engineering and/operational frameworks for new systems ranging from conducting feasibility studies to post-implementation evaluation and maintenance. Systems Engineers also provide top level support for*	*Bachelor's Degree in a related field.*	*3 Years*	*Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.*

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
	internal systems and software.			
Program Manager II	*Responsible for programs or significant segment of a complex hardware, software and/or systems integration programs. Leads team on programs or significant segment of complex information technology programs. Translate customer requirements into formal agreements and plans to culminate in customer acceptance of results or have acceptance in the targeted market, while meeting business objectives. Works with client to identify business requirements and develops the proposal. Subsequently leads a team in the initiating, planning, controlling, executing, and closing tasks of a program or segment of a program to produce the solution deliverable. Executes a wide range of process activities beginning with the request for proposal through development, test and final delivery. Formulates partnerships between customer, suppliers and staff. Anticipates potential program related problems. Utilizes refined techniques for identifying, eliminating or mitigating solution, program and business risk. Understands customer, industry and business trends. Applies this understanding to*	*Bachelor's Degree in a related field.*	*3 Years*	*Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.*

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
	meet program objectives. Analyzes information and situations and implement actions, independently and or through the management team to ensure information technology program objectives are met. Analyzes new and complex program related problems and creates innovative solutions involving finance, scheduling, technology, methodology, tools, and solution components.			
Program Manager III	*Responsible for programs or significant segment of a complex hardware, software and/or systems integration programs. Leads team on programs or significant segment of complex information technology programs. Translate customer requirements into formal agreements and plans to culminate in customer acceptance of results or have acceptance in the targeted market, while meeting business objectives. Works with client to identify business requirements and develops the proposal. Subsequently leads a team in the initiating, planning, controlling, executing, and closing tasks of a program or segment of a program to produce the solution deliverable. Executes a wide range of process activities beginning with the request for proposal through development, test and final*	*Bachelor's Degree in a related field.*	*5 Years*	*Possesses and applies a comprehensive knowledge across key tasks and high impact assignments. Plans and leads major technology assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as a technical expert across multiple project assignments. May supervise others.*

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
	delivery. Formulates partnerships between customer, suppliers and staff. Anticipates potential program related problems. Utilizes refined techniques for identifying, eliminating or mitigating solution, program and business risk. Understands customer, industry and business trends. Applies this understanding to meet program objectives. Analyzes information and situations and implement actions, independently and or through the management team to ensure information technology program objectives are met. Analyzes new and complex program related problems and creates innovative solutions involving finance, scheduling, technology, methodology, tools, and solution components.			
Project Manager II	*Responsible for all aspects of a project (e.g., technical (hardware, software and/or systems integration), contractual, administrative, financial). Represents the Company and interfaces with the customer to ensure conformity to contractual obligations. Maintains technical (hardware, software and/or systems integration) and financial reports to show progress of projects to Company management and the customer; organizes all Information Technology project work and assigns responsibilities to subordinates; provides*	*Bachelor's Degree in a related field.*	*3 Years*	*Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.*

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
	quality assurance for all information technology project activity; and oversees the successful completion of all assigned tasks.			
Applications Systems Analyst I	*Formulates/defines application/system scope and objectives. Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time, and form of desired results. Prepares detailed specifications for programs and/or systems. Assists in the design, development, testing, implementation, and documentation of new software and enhancements of existing applications. Works with project managers, developers, and end users to ensure application/system designs meet business requirements. Formulates/defines specifications for complex applications/systems using engineering releases and utilities from the manufacturer. Designs, codes, tests, debugs, and documents applications and systems. May provides overall operating system support, such as sophisticated file maintenance routines, large telecommunications networks, computer accounting, and advanced mathematical/scientific software packages. Assists all phases of*	*Associate's Degree in a related field.*	*1 Year*	*Applies fundamental concepts, processes, practices, and procedures on technical assignments. Performs work that requires practical experience and training. Work is performed under supervision.*

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
	systems programming and analysis. Evaluates new and existing system, hardware and/or software products.			
Applications Systems Analyst II	*Formulates/defines application/system scope and objectives. Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time, and form of desired results. Prepares detailed specifications for programs and/or systems. Assists in the design, development, testing, implementation, and documentation of new software and enhancements of existing applications. Works with project managers, developers, and end users to ensure application/system designs meet business requirements. Formulates/defines specifications for complex applications/systems using engineering releases and utilities from the manufacturer. Designs, codes, tests, debugs, and documents applications and systems. May provides overall operating system support, such as sophisticated file maintenance routines, large telecommunications networks, computer accounting, and advanced mathematical/scientific software packages. Assists all phases of systems programming*	*Bachelor's Degree in a related field.*	*3 Years*	*Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.*

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
	and analysis. Evaluates new and existing system, hardware and/or software products.			
Applications Systems Analyst III	*Formulates/defines application/system scope and objectives. Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time, and form of desired results. Prepares detailed specifications for programs and/or systems. Assists in the design, development, testing, implementation, and documentation of new software and enhancements of existing applications. Works with project managers, developers, and end users to ensure application/system designs meet business requirements. Formulates/defines specifications for complex applications/systems using engineering releases and utilities from the manufacturer. Designs, codes, tests, debugs, and documents applications and systems. May provides overall operating system support, such as sophisticated file maintenance routines, large telecommunications networks, computer accounting, and advanced mathematical/scientific software packages. Assists all phases of systems programming and analysis. Evaluates*	*Bachelor's Degree in a related field.*	*5 Years*	*Possesses and applies a comprehensive knowledge across key tasks and high impact assignments. Plans and leads major technology assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as a technical expert across multiple project assignments. May supervise others.*

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
	new and existing system, hardware and/or software products.			
Computer Programmer IV	*Designs, develops, enhances, debugs, and implements software. Troubleshoots problems related to software applications. Researches, tests, builds, and coordinates the conversion and/or integration of new products based on client requirements. Designs and develops new software products or major enhancements to existing software. Addresses problems of systems integration, compatibility, and multiple platforms. Consults with project teams and end users to identify application requirements. Performs feasibility analysis on potential future projects to management. Assists in the evaluation and recommendation of application software packages, application integration and testing tools. Resolves problems with software and responds to suggestions for improvements and enhancements. Participates in development of software user manuals.*	*Bachelor's Degree in a related field.*	*7 Years*	*Provides technical/management leadership on major tasks or technology assignments. Establishes goals and plans that meet project objectives. Has domain and expert technical knowledge. Directs and controls activities for a client, having overall responsibility for financial management, methods, and staffing to ensure that technical requirements are met. Interactions involve client negotiations and interfacing with senior management. Decision making and domain knowledge may have a critical impact on overall project implementation. Acts as a senior consultant in complex or mission critical client requirements. Develops, modifies, and applies computer modeling and programming applications to analyze and solve mathematical and scientific problems affecting system and program performance. Participates in all phases of scientific*

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
				and engineering projects such as research, design, development, testing, modeling, simulating, training, and documentation. May supervise others.
Systems Analyst I	*Formulates/defines system scope and objectives. Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time, and form of desired results. Prepares detailed specifications for systems and/or programs. Assists in the design, development, testing, implementation, and documentation of new software and enhancements of existing applications. Works with project managers, developers, and end users to ensure system designs meet business requirements. Formulates/defines specifications for complex systems using engineering releases and utilities from the manufacturer. Designs, codes, tests, debugs, and documents programs and systems. Provides overall operating system support, such as sophisticated file maintenance routines, large telecommunications networks, computer accounting, and advanced mathematical/scientific software packages.*	*Associate's Degree in a related field.*	*1 Year*	*Applies fundamental concepts, processes, practices, and procedures on technical assignments. Performs work that requires practical experience and training. Work is performed under supervision.*

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
	Evaluates new and existing system, hardware and/or software products.			
Systems Analyst II	*Formulates/defines system scope and objectives. Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time, and form of desired results. Prepares detailed specifications for systems and/or programs. Assists in the design, development, testing, implementation, and documentation of new software and enhancements of existing applications. Works with project managers, developers, and end users to ensure system designs meet business requirements. Formulates/defines specifications for complex systems using engineering releases and utilities from the manufacturer. Designs, codes, tests, debugs, and documents programs and systems. Provides overall operating system support, such as sophisticated file maintenance routines, large telecommunications networks, computer accounting, and advanced mathematical/scientific software packages. Evaluates new and existing system, hardware and/or software products.*	*Bachelor's Degree in a related field.*	*3 Years*	*Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.*

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
Systems Analyst III	*Formulates/defines system scope and objectives. Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time, and form of desired results. Prepares detailed specifications for systems and/or programs. Assists in the design, development, testing, implementation, and documentation of new software and enhancements of existing applications. Works with project managers, developers, and end users to ensure system designs meet business requirements. Formulates/defines specifications for complex systems using engineering releases and utilities from the manufacturer. Designs, codes, tests, debugs, and documents programs and systems. Provides overall operating system support, such as sophisticated file maintenance routines, large telecommunications networks, computer accounting, and advanced mathematical/scientific software packages. Evaluates new and existing system, hardware and/or software products.*	*Bachelor's Degree in a related field.*	*5 Years*	*Possesses and applies a comprehensive knowledge across key tasks and high impact assignments. Plans and leads major technology assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as a technical expert across multiple project assignments. May supervise others.*

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
Systems Analyst IV	*Formulates/defines system scope and objectives. Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time, and form of desired results. Prepares detailed specifications for systems and/or programs. Assists in the design, development, testing, implementation, and documentation of new software and enhancements of existing applications. Works with project managers, developers, and end users to ensure system designs meet business requirements. Formulates/defines specifications for complex systems using engineering releases and utilities from the manufacturer. Designs, codes, tests, debugs, and documents programs and systems. Provides overall operating system support, such as sophisticated file maintenance routines, large telecommunications networks, computer accounting, and advanced mathematical/scientific software packages. Evaluates new and existing system, hardware and/or software products.*	*Bachelor's Degree in a related field.*	*7 Years*	*Provides technical/management leadership on major tasks or technology assignments. Establishes goals and plans that meet project objectives. Has domain and expert technical knowledge. Directs and controls activities for a client, having overall responsibility for financial management, methods, and staffing to ensure that technical requirements are met. Interactions involve client negotiations and interfacing with senior management. Decision making and domain knowledge may have a critical impact on overall project implementation. Acts as a senior consultant in complex or mission critical client requirements. Develops, modifies, and applies computer modeling and programming applications to analyze and solve mathematical and scientific problems affecting system and program performance. Participates in all phases of scientific and engineering projects such as research, design,*

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
				development, testing, modeling, simulating, training, and documentation. May supervise others.
Systems Analyst V	*Formulates/defines system scope and objectives. Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time, and form of desired results. Prepares detailed specifications for systems and/or programs. Assists in the design, development, testing, implementation, and documentation of new software and enhancements of existing applications. Works with project managers, developers, and end users to ensure system designs meet business requirements. Formulates/defines specifications for complex systems using engineering releases and utilities from the manufacturer. Designs, codes, tests, debugs, and documents programs and systems. Provides overall operating system support, such as sophisticated file maintenance routines, large telecommunications networks, computer accounting, and advanced mathematical/scientific software packages. Evaluates new and existing system,*	*Bachelor's Degree in a related field.*	*10 Years*	*Performs expert, independent services and leadership in specialized technical/functional areas (e.g., Contingency and Disaster Recovery, Business Process Reengineering). Conducts high-level systems analysis of functional area and formulates an effective strategy for accomplishing objectives that will overall performance and efficiency. Develops technical/functional architectures and functional specifications. Provides expertise and assistance in state-of-the-art software and hardware or area of specialization. Analyzes user needs to determine functional and cross-functional requirements. Performs functional allocation to identify required tasks and their interrelationships. Identifies resources required for each task. Provides technical/management leadership on major tasks or technology*

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
	hardware and/or software products.			*assignments. Establishes goals and plans that meet project objectives. Has domain and expert technical knowledge. Directs and controls activities for a client, having overall responsibility for financial management, methods, and staffing to ensure that technical requirements are met. Interactions involve client negotiations and interfacing with senior management. Decision making and domain knowledge may have a critical impact on overall project implementation. May supervise others.*
Access & Usability Engineer Analyst II	*Plan, conduct, and follow through to completion analyses and evaluations of various information technology systems, platforms, or architectures across the organization's enterprise. Lead or plan and perform IV&V testing and recommendations for remediation of problems with the constituent and interrelated system components. Research and plan ahead for the selection of assistive technology (AT) and automated validation and system-wide monitoring tools and for their integration and adoption into the system or enterprise architecture.*	*Bachelor's Degree in a related field.*	*3 Years*	*Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.*

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
	Monitor advances in IT, AT, and related customer needs, and plan, project future needs and possible solutions, advise, and act accordingly, including communicating with and making recommendations. Employ knowledge of enterprise architecture, accessibility and usability standards, and of the individual behaviors and interoperability between the given AT and system and subsystem hardware and software components when planning and performing these analyses and evaluations and making recommendations and projections. Document plans, analyses, evaluation results, recommendations, and projections, for record keeping and customers. Lead or install, configure, test, and troubleshoot problems with required hardware or software. Throughout this process, educate customers and ensure quality customer service and conformance.			

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
Access & Usability Test Engineer II	*Plan, conduct, and follow through to completion analyses and evaluations of, including IV&V testing and recommendations for remediation of problems with, web-based and non-web-based software and content. Select assistive technology (AT) or automated validation tools, and employ them in the analyses and evaluations. Employ knowledge of accessibility and usability standards and of the individual behaviors and interoperability between the given AT and computer hardware and software when planning and performing these analyses and evaluations and making recommendations. Document plans, analyses, evaluation results, and recommendations, for record keeping and customers. Install, configure, test, and troubleshoot problems with required hardware or software. Throughout this process, educate customers and ensure quality customer service and conformance.*	*Bachelor's Degree in a related field.*	*3 Years*	*Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.*

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
Quality Assurance Specialist II	*Provides development of project Software Quality Assurance Plan and the implementation of procedures that conforms to the requirements of the contract. Provides an independent assessment of how the project's systems/software development process is being implemented relative to the defined process and recommends methods to optimize the organization's process. May be responsible for all activities involving quality assurance and compliance with applicable regulatory requirements. Conducts audits and reviews/analyzes data and documentation. Develops and implements procedures and test plans for assuring quality in a system development environment which supports large databases and applications.*	*Bachelor's Degree in a related field.*	*3 Years*	*Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.*
Test Engineer I	*Evaluates, recommends, and implements automated test tools and strategies. Designs, implements, and conducts test and evaluation procedures to ensure system requirements are met. Develops, maintains, and upgrades automated test scripts and architectures for application products. Also writes, implements, and reports status for system test cases for testing. Analyzes test cases and provides regular progress reports.*	*Associate's Degree in a related field.*	*1 Year*	*Applies fundamental concepts, processes, practices, and procedures on technical assignments. Performs work that requires practical experience and training. Work is performed under supervision.*

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
	Serves as subject matter specialist providing testing know-how for the support of user requirements of complex to highly complex software/hardware applications. Directs and/or participates in all phases of risk management assessments and software/hardware development with emphasis on analysis of user requirements, test design and test tools selection.			

SERVICES PRICELIST SIN 54151S

SIN	Labor Category	GSA PRICE + IFF Feb 27, 2022 – Feb 26, 2023	GSA PRICE + IFF Feb 27, 2023 – Feb 26, 2024	GSA PRICE + IFF Feb 27, 2026 – Feb 26, 2025	GSA PRICE + IFF Feb 27, 2025 – Feb 26, 2026	GSA PRICE + IFF Feb 27, 2026 – Feb 26, 2027
54151S	Financial Analyst II	$95.95	$97.87	$99.83	$101.83	$103.87
54151S	Configuration Management Specialist II	$102.77	$104.83	$106.93	$109.07	$111.25
54151S	Configuration Management Specialist III	$118.41	$120.78	$123.20	$125.66	$128.17
54151S	Subject Matter Expert I	$128.20	$130.76	$133.38	$136.05	$138.77
54151S	Subject Matter Expert II	$138.86	$141.64	$144.47	$147.36	$150.31
54151S	Subject Matter Expert III	$148.05	$151.01	$154.03	$157.11	$160.25
54151S	Subject Matter Expert IV	$154.21	$157.29	$160.44	$163.65	$166.92
54151S	Computer Operator II	$54.51	$55.60	$56.71	$57.84	$59.00
54151S	Computer Security Analyst II	$114.70	$116.99	$119.33	$121.72	$124.15
54151S	Information Assurance/Security Specialist II	$113.09	$115.35	$117.66	$120.01	$122.41
54151S	Information Assurance/Security Specialist III	$128.35	$130.92	$133.54	$136.21	$138.93
54151S	Information Specialist II	$119.07	$121.45	$123.88	$126.36	$128.89
54151S	IT Analyst II	$130.95	$133.57	$136.24	$138.96	$141.74
54151S	IT Analyst III	$138.39	$141.16	$143.98	$146.86	$149.80
54151S	IT Analyst V	$184.47	$188.16	$191.92	$195.76	$199.68
54151S	Network Architect I	$107.55	$109.70	$111.89	$114.13	$116.41
54151S	Network Architect III	$130.01	$132.61	$135.26	$137.97	$140.73
54151S	Network Architect IV	$137.60	$140.35	$143.16	$146.02	$148.94
54151S	Network Architect V	$165.23	$168.53	$171.90	$175.34	$178.85
54151S	Network Manager II	$118.98	$121.36	$123.79	$126.27	$128.80
54151S	Network Manager III	$125.11	$127.61	$130.16	$132.76	$135.42
54151S	Network Manager IV	$133.80	$136.48	$139.21	$141.99	$144.83
54151S	Network Specialist II	$89.61	$91.40	$93.23	$95.09	$96.99
54151S	Network Specialist III	$100.12	$102.12	$104.16	$106.24	$108.36
54151S	Systems Administrator III	$85.28	$86.99	$88.73	$90.50	$92.31
54151S	Systems Engineer II	$112.23	$114.47	$116.76	$119.10	$121.48
54151S	Program Manager II	$148.56	$151.53	$154.56	$157.65	$160.80
54151S	Program Manager III	$173.19	$176.65	$180.18	$183.78	$187.46
54151S	Project Manager II	$148.81	$151.79	$154.83	$157.93	$161.09
54151S	Applications Systems Analyst I	$84.35	$86.04	$87.76	$89.52	$91.31
54151S	Applications Systems Analyst II	$91.91	$93.75	$95.63	$97.54	$99.49
54151S	Applications Systems Analyst III	$109.47	$111.66	$113.89	$116.17	$118.49
54151S	Computer Programmer IV	$138.08	$140.84	$143.66	$146.53	$149.46

54151S	Systems Analyst I	$68.13	$69.49	$70.88	$72.30	$73.75
54151S	Systems Analyst II	$75.49	$77.00	$78.54	$80.11	$81.71
54151S	Systems Analyst III	$80.48	$82.09	$83.73	$85.40	$87.11
54151S	Systems Analyst IV	$86.26	$87.99	$89.75	$91.55	$93.38
54151S	Systems Analyst V	$100.07	$102.07	$104.11	$106.19	$108.31
54151S	Access & Usability Engineer Analyst II	$100.07	$102.07	$104.11	$106.19	$108.31
54151S	Access & Usability Test Engineer II	$105.57	$107.68	$109.83	$112.03	$114.27
54151S	Quality Assurance Specialist II	$92.63	$94.48	$96.37	$98.30	$100.27
54151S	Test Engineer I	$82.27	$83.92	$85.60	$87.31	$89.06

TERMS AND CONDITIONS APPLICABLE TO HIGHLY ADAPTIVE CYBERSECURITY SERVICES (HACS) (SPECIAL ITEM NUMBER 54151HACS)

Vendor suitability for offering services through the Highly Adaptive Cybersecurity Services (HACS) SIN must be in accordance with the following laws and standards when applicable to the specific task orders, including but not limited to:

• **Federal Acquisition Regulation (FAR) Part 52.204-21**

• **0MB Memorandum M-06-19 -** Reporting Incidents Involving Personally Identifiable Information and Incorporating the Cost for Security in Agency Information Technology Investments

• **0MB Memorandum M -07-16 -** Safeguarding Against and Responding to the Breach of Personally Identifiable Information

• **0MB Memorandum M-16-03 -** Fiscal Year 2015-2016 Guidance on Federal Information Security and Privacy Management Requirements

• **0MB Memorandum M-16-04 -** Cybersecurity Implementation Plan (CSIP) for Federal Civilian Government

• The Cybersecurity National Action Plan (CNAP)

• **NIST SP 800-14 -** Generally Accepted Principles and Practices for Securing Information Technology Systems

• **NIST SP 800-27A -** Engineering Principles for Information Technology Security (A Baseline for Achieving Security)

• **NIST SP 800-30 -** Guide for Conducting Risk Assessments

• **NIST SP 800-35 -** Guide to Information Technology Security Services

• **NIST SP 800-37 -** Guide for Applying the Risk Management Framework to Federal Information Systems: A Security Life Cycle Approach

• **NIST SP 800-39 -** Managing Information Security Risk: Organization, Mission, and Information System View

• **NIST SP 800-44 -** Guidelines on Securing Public Web Servers

• **NIST SP 800-48 -** Guide to Securing Legacy IEEE 802.11 Wireless Networks

• **NIST SP 800-53 -** Security and Privacy Controls for Federal Information Systems and Organizations

• **NIST SP 800-61 -** Computer Security Incident Handling Guide

• **NIST SP 800-64 -** Security Considerations in the System Development Life Cycle

• **NIST SP 800-82 -** Guide to Industrial Control Systems (ICS) Security

• **NIST SP 800-86 -** Guide to Integrating Forensic Techniques into Incident Response

• **NIST SP 800-115 -** Technical Guide to Information Security Testing and Assessment

• **NIST SP 800-128 -** Guide for Security-Focused Configuration Management lnformation Systems

• **NIST SP 800-137 -** Information Security Continuous Monitoring (ISCM) for Federal Information Systems and Organizations

• **NIST SP 800-153 -** Guidelines for Securing Wireless Local Area Networks (WLANs)

• **NIST SP 800-171** - Protecting Controlled Unclassified Information in non-federal Information Systems and Organizations

****NOTE: All non-professional labor categories must be incidental to, and used solely to support Highly Adaptive Cybersecurity Services, and cannot be purchased separately.

****NOTE: All labor categories under the Special Item Number 54151S - 54151S Information Technology Professional Services may remain under SIN 54151S unless the labor categories are specific to the Highly Adaptive Cybersecurity Services SINs.

1. SCOPE

a. The labor categories, prices, terms and conditions stated under Special Item Numbers 54151HACS - 54151HACS Highly Adaptive Cybersecurity Services (HACS) apply exclusively to High Adaptive Cybersecurity Services (HACS) within the scope of this Information Technology Schedule. **ALL HACS subcategories are included on this contract.**

b. Services under these SINs are limited to Highly Adaptive Cybersecurity Services only. Software and hardware products are under different Special Item Numbers on IT Schedule 70 (e.g. 132-32, 132- 33, 132-8), and may be quoted along with services to provide a total solution.

c. These SINs provide ordering activities with access to Highly Adaptive Cybersecurity services only.

d. Highly Adaptive Cybersecurity Services provided under these SINs shall comply with all Cybersecurity certifications and industry standards as applicable pertaining to the type of services as specified by ordering agency.

e. The Contractor shall provide services at the Contractor's facility and/or at the ordering activity location, as agreed to by the Contractor and the ordering activity.

2. PERFORMANCE INCENTIVES I-FSS-60 Performance Incentives (April 2000)

a. Performance incentives may be agreed upon between the Contractor and the ordering activity on individual fixed price orders or Blanket Purchase Agreements under this contract.

b. The ordering activity must establish a maximum performance incentive price for these services and/or total solutions on individual orders or Blanket Purchase Agreements.

c. Incentives should be designed to relate results achieved by the contractor to specified targets. To the maximum extent practicable, ordering activities shall consider establishing incentives where performance is critical to the ordering activity's mission and incentives are likely to motivate the contractor. Incentives shall be based on objectively measurable tasks.

3. ORDER

a. Agencies may use written orders, EDI orders, blanket purchase agreements, individual purchase orders, or task orders for ordering services under this contract. Blanket Purchase Agreements shall not extend beyond the end of the contract period; all services and delivery shall be made and the contract terms and conditions shall continue in effect until the completion of the order. Orders for tasks which extend beyond the fiscal year for which funds are available shall include FAR 52.232-19 (Deviation – May 2003) Availability of Funds for the Next Fiscal Year. The purchase order shall specify the availability of funds and the period for which funds are available.

b. All task orders are subject to the terms and conditions of the contract. In the event of conflict between a task order and the contract, the contract will take precedence.

4. PERFORMANCE OF SERVICES

a. The Contractor shall commence performance of services on the date agreed to by the Contractor and the ordering activity.

b. The Contractor agrees to render services only during normal working hours, unless otherwise agreed to by the Contractor and the ordering activity.

c. The ordering activity should include the criteria for satisfactory completion for each task in the Statement of Work or Delivery Order. Services shall be completed in a good and workmanlike manner.

d. Any Contractor travel required in the performance of IT Services must comply with the Federal Travel Regulation or Joint Travel Regulations, as applicable, in effect on the date(s) the travel is performed. Established

Federal Government per diem rates will apply to all Contractor travel. Contractors cannot use GSA city pair contracts. All travel will be agreed upon with the client prior to the Contractor's travel.

5. STOP-WORK ORDER (FAR 52.242-15) (AUG 1989)

(a) The Contracting Officer may, at any time, by written order to the Contractor, require the Contractor to stop all, or any part, of the work called for by this contract for a period of 90 days after the order is delivered to the Contractor, and for any further period to which the parties may agree. The order shall be specifically identified as a stop-work order issued under this clause. Upon receipt of the order, the Contractor shall immediately comply with its terms and take all reasonable steps to minimize the incurrence of costs allocable to the work covered by the order during the period of work stoppage. Within a period of 90 days after a stop-work is delivered to the Contractor, or within any extension of that period to which the parties shall have agreed, the Contracting Officer shall either-

(1) Cancel the stop-work order; or

(2) Terminate the work covered by the order as provided in the Default, or the Termination for Convenience of the Government, clause of this contract.

(b) If a stop-work order issued under this clause is canceled or the period of the order or any extension thereof expires, the Contractor shall resume work. The Contracting Officer shall make an equitable adjustment in the delivery schedule or contract price, or both, and the contract shall be modified, in writing, accordingly, if-

(1) The stop-work order results in an increase in the time required for, or in the Contractor's cost properly allocable to, the performance of any part of this contract; and

(2) The Contractor asserts its right to the adjustment within 30 days after the end of the period of work stoppage; provided, that, if the Contracting Officer decides the facts justify the action, the Contracting Officer may receive and act upon the claim submitted at any time before final payment under this contract.

(c) If a stop-work order is not canceled and the work covered by the order is terminated for the convenience of the Government, the Contracting Officer shall allow reasonable costs resulting from the stop-work order in arriving at the termination settlement.

(d) If a stop-work order is not canceled and the work covered by the order is terminated for default, the Contracting Officer shall allow, by equitable adjustment or otherwise, reasonable costs resulting from the stop-work order.

6. INSPECTION OF SERVICES

Inspection of services is in accordance with 552.212-4 - CONTRACT TERMS AND CONDITIONS – COMMERCIAL ITEMS (MAY 2015) (ALTERNATE II – JUL 2009) (FAR DEVIATION – JUL 2015) (TAILORED) for Firm-Fixed Price and Time-and-Materials and Labor-Hour Contracts orders placed under this contract.

7. RESPONSIBILITIES OF THE CONTRACTOR

The Contractor shall comply with all laws, ordinances, and regulations (Federal, State, City, or otherwise) covering work of this character. If the end product of a task order is software, then FAR 52.227-14 (MAY 2014) Rights in Data – General, may apply.

The Contractor shall comply with contract clause (52.204-21) to the Federal Acquisition Regulation (FAR) for the basic safeguarding of contractor information systems that process, store, or transmit Federal data received by the contract in performance of the contract. This includes contract documents and all information generated in the performance of the contract.

8. RESPONSIBILITIES OF THE ORDERING ACTIVITY

Subject to the ordering activity's security regulations, the ordering activity shall permit Contractor access to all facilities necessary to perform the requisite Highly Adaptive Cybersecurity Services.

9. INDEPENDENT CONTRACTOR

All Highly Adaptive Cybersecurity Services performed by the Contractor under the terms of this contract shall be as an independent Contractor, and not as an agent or employee of the ordering activity.

10. ORGANIZATIONAL CONFLICTS OF INTEREST

a. Definitions.

"Contractor" means the person, firm, unincorporated association, joint venture, partnership, or corporation that is a party to this contract.

"Contractor and its affiliates" and "Contractor or its affiliates" refers to the Contractor, its chief executives, directors, officers, subsidiaries, affiliates, subcontractors at any tier, and consultants and any joint venture involving the Contractor, any entity into or with which the Contractor subsequently merges or affiliates, or any other successor or assignee of the Contractor.

An "Organizational conflict of interest" exists when the nature of the work to be performed under a proposed ordering activity contract, without some restriction on ordering activities by the Contractor and its affiliates, may either (i) result in an unfair competitive advantage to the Contractor or its affiliates or (ii) impair the Contractor's or its affiliates' objectivity in performing contract work.

b. To avoid an organizational or financial conflict of interest and to avoid prejudicing the best interests of the ordering activity, ordering activities may place restrictions on the Contractors, its affiliates, chief executives, directors, subsidiaries and subcontractors at any tier when placing orders against schedule contracts. Such restrictions shall be consistent with FAR 9.505 and shall be designed to avoid, neutralize, or mitigate organizational conflicts of interest that might otherwise exist in situations related to individual orders placed against the schedule contract. Examples of situations, which may require restrictions, are provided at FAR 9.508.

11. INVOICES

The Contractor, upon completion of the work ordered, shall submit invoices for Highly Adaptive Cybersecurity Services. Progress payments may be authorized by the ordering activity on individual orders if appropriate. Progress payments shall be based upon completion of defined milestones or interim products. Invoices shall be submitted monthly for recurring services performed during the preceding month.

12. PAYMENTS

For firm-fixed price orders the ordering activity shall pay the Contractor, upon submission of proper invoices or vouchers, the prices stipulated in this contract for service rendered and accepted. Progress payments shall be made only when authorized by the order. For time-and-materials orders, the Payments under Time-and-Materials and Labor-Hour Contracts at FAR 52.212-4 (MAR 2009) (ALTERNATE I – OCT 2008) (DEVIATION I – FEB 2007) applies to time-and-materials orders placed under this contract. For labor-hour orders, the Payment under Time-and-Materials and Labor-Hour Contracts at FAR 52.212-4 (MAR 2009) (ALTERNATE I – OCT 2008) (DEVIATION I – FEB 2007) applies to labor-hour orders placed under this contract. 52.216-31(Feb 2007) Time-and-Materials/Labor-Hour Proposal Requirements—Commercial Item Acquisition As prescribed in 16.601(e)(3), insert the following provision:

(a) The Government contemplates award of a Time-and-Materials or Labor-Hour type of contract resulting from this solicitation.

(b) The offeror must specify fixed hourly rates in its offer that include wages, overhead, general and administrative expenses, and profit. The offeror must specify whether the fixed hourly rate for each labor category applies to labor performed by—

(1) The offeror;

(2) Subcontractors; and/or

(3) Divisions, subsidiaries, or affiliates of the offeror under a common control.

13. RESUMES

Resumes shall be provided to the GSA Contracting Officer or the user ordering activity upon request.

14. INCIDENTAL SUPPORT COSTS

Incidental support costs are available outside the scope of this contract. The costs will be negotiated separately with the ordering activity in accordance with the guidelines set forth in the FAR.

15. APPROVAL OF SUBCONTRACTS

The ordering activity may require that the Contractor receive, from the ordering activity's Contracting Officer, written consent before placing any subcontract for furnishing any of the work called for in a task order.

16. DESCRIPTION OF HIGHLY ADAPTIVE CYBERSECURITY SERVICES AND PRICING

a. The Contractor shall provide a description of each type of Highly Adaptive Cybersecurity Service offered under Special Item Numbers 54151HACS for Highly Adaptive Cybersecurity Services and it should be presented in the same manner as the Contractor sells to its commercial and other ordering activity customers. If the Contractor is proposing hourly rates, a description of all corresponding commercial job titles (labor categories) for those individuals who will perform the service should be provided.

b. Pricing for all Highly Adaptive Cybersecurity Services shall be in accordance with the Contractor's customary commercial practices; e.g., hourly rates,, minimum general experience and minimum education.

LABOR CATEGORY DESCRIPTIONS (SIN 54151HACS)

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
HACS Business Subject Matter Specialist 1	*Serves as HACS subject matter specialist possessing basic knowledge of one or more business analysis or technical documentation specialization areas. Marries technical knowledge and background with the ability to communicate complex technical concepts and activities to non-technical individuals utilizing experience delivering technical documentation, executive presentations, user guides, marketing materials, etc. Works independently or with minimal oversight and supervision.*	*Bachelor's Degree in a r elated field.*	*3*	*Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.*
HACS Business Subject Matter Specialist 2	*Serves as HACS subject matter specialist possessing moderate knowledge of one or more business analysis or technical documentation specialization areas. Marries technical knowledge and background with the ability to communicate complex technical concepts and activities to non-technical individuals utilizing experience delivering technical documentation, executive presentations, user guides, marketing materials, etc. Works independently or with minimal oversight and supervision.*	*Bachelor's Degree in a related field.*	*5*	*Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.*

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
HACS Business Subject Matter Specialist 3	*Serves as HACS subject matter specialist possessing strong knowledge of one or more business analysis or technical documentation specialization areas. Marries technical knowledge and background with the ability to communicate complex technical concepts and activities to non-technical individuals utilizing experience delivering technical documentation, executive presentations, user guides, marketing materials, etc. Works independently or with minimal oversight and supervision.*	*Bachelor's Degree in a related field.*	*10*	*Possesses and applies a comprehensive knowledge across key tasks and high impact assignments. Plans and leads major technology assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as a technical expert across multiple project assignments. May supervise others.*
HACS Configuration Manager 1	*Manages the coordination and administration of HACS configuration management activities. Formulates procedures for and executes the introduction of changes to engineering documents. Monitors the review of released engineering change data and change documentation activities to ensure adherence to configuration management procedures and policies. Ensures projects are completed on time and within budget.*	*Associate's Degree in a related field.*	*2*	*Applies fundamental concepts, processes, practices, and procedures on technical assignments. Performs work that requires practical experience and training. Work is performed under supervision.*

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
HACS Configuration Manager 2	*Manages the coordination and administration of HACS configuration management activities. Formulates procedures for and executes the introduction of changes to engineering documents. Monitors the review of released engineering change data and change documentation activities to ensure adherence to configuration management procedures and policies. Ensures projects are completed on time and within budget.*	*Bachelor's Degree in a related field.*	*4*	*Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.*
HACS Configuration Manager 3	*Manages the coordination and administration of HACS configuration management activities. Formulates procedures for and executes the introduction of changes to engineering documents. Monitors the review of released engineering change data and change documentation activities to ensure adherence to configuration management procedures and policies. Ensures projects are completed on time and within budget.*	*Bachelor's Degree in a related field.*	*7*	*Possesses and applies a comprehensive knowledge across key tasks and high impact assignments. Plans and leads major technology assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as a technical expert across multiple project assignments. May supervise others.*
HACS Data Management Specialist 1	*Designs and builds HACS relational databases for data storage or processing. Develops strategies for warehouse implementation, data acquisition, and archive recovery. Cleans and maintains the database by removing and deleting*	*Bachelor's Degree in a related field.*	*3*	*Provides technical/management leadership on major tasks or technology assignments. Establishes goals and plans that meet project objectives. Has domain and expert technical*

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
	old data. May evaluate new data sources for adherence to the organization's quality standards and ease of integration.			*knowledge. Directs and controls activities for a client, having overall responsibility for financial management, methods, and staffing to ensure that technical requirements are met. Interactions involve client negotiations and interfacing with senior management. Decision making and domain knowledge may have a critical impact on overall project implementation. Acts as a senior consultant in complex or mission critical client requirements. Develops, modifies, and applies computer modeling and programming applications to analyze and solve mathematical and scientific problems affecting system and program performance. Participates in all phases of scientific and engineering projects such as research, design, development, testing, modeling, simulating, training, and documentation. May supervise others.*

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
HACS Data Management Specialist 2	*Designs and builds HACS relational databases for data storage or processing. Develops strategies for warehouse implementation, data acquisition, and archive recovery. Cleans and maintains the database by removing and deleting old data. May evaluate new data sources for adherence to the organization's quality standards and ease of integration.*	*Bachelor's Degree in a related field.*	*5*	*Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.*
HACS Data Management Specialist 3	*Designs and builds HACS relational databases for data storage or processing. Develops strategies for warehouse implementation, data acquisition, and archive recovery. Cleans and maintains the database by removing and deleting old data. May evaluate new data sources for adherence to the organization's quality standards and ease of integration.*	*Bachelor's Degree in a related field.*	*10*	*Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.*

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
HACS Engineering Subject Matter Specialist 1	*Serves as subject matter specialist possessing basic knowledge of an HACS engineering area within one or more specific areas of technology and / or in a specific product set. Provides technical knowledge and implementation of specialized applications and operational environments, high-level functional systems analysis, design, integration, documentation and implementation advice on complex problems that need extensive knowledge of the subject matter for effective implementation. Participates as needed in all phases of system and software development with emphasis on the planning, analysis, testing, integration, documentation, and presentation phases.*	*Bachelor's Degree in a related field.*	*3*	*Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.*
HACS Engineering Subject Matter Specialist 2	*Serves as subject matter specialist possessing moderate knowledge of an HACS engineering area within one or more specific areas of technology and / or in a specific product set. Provides technical knowledge and implementation of specialized applications and operational environments, high-level functional systems analysis, design, integration, documentation and implementation advice on complex problems that need extensive knowledge of the subject*	*Bachelor's Degree in a related field.*	*5*	*Possesses and applies a comprehensive knowledge across key tasks and high impact assignments. Plans and leads major technology assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as a technical expert across multiple project assignments. May supervise others.*

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
	matter for effective implementation. Participates as needed in all phases of system and software development with emphasis on the planning, analysis, testing, integration, documentation, and presentation phases.			
HACS Engineering Subject Matter Specialist 3	*Serves as subject matter specialist possessing in-depth knowledge of an HACS engineering area within one or more specific areas of technology and / or in a specific product set. Provides technical knowledge and implementation of specialized applications and operational environments, high-level functional systems analysis, design, integration, documentation and implementation advice on complex problems that need extensive knowledge of the subject matter for effective implementation. Participates as needed in all phases of system and software development with emphasis on the planning, analysis, testing, integration, documentation, and presentation phases.*	*Bachelor's Degree in a related field.*	*10*	*Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.*

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
HACS IT Analyst 1	*Provides technical and administrative direction for tasks, including review of HACS work products for correctness, compliance with industry accepted standards, policies, and user standards specified in specific TOs. Ensures problem resolution and customer satisfaction. Provides technical and administrative guidance and / or direction for technical personnel performing on a task order. Provides technical and administrative direction for tasks, including review of work products for correctness and compliance with industry accepted standards.*	*Bachelor's Degree in a related field.*	*3*	*Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.*
HACS IT Analyst 2	*Provides technical and administrative direction for tasks, including review of HACS work products for correctness, compliance with industry accepted standards, policies, and user standards specified in specific TOs. Ensures problem resolution and customer satisfaction. Provides technical and administrative guidance and / or direction for technical personnel performing on a task order. Provides technical and administrative direction for tasks, including review of work products for correctness and compliance with industry accepted standards.*	*Bachelor's Degree in a related field.*	*5*	*Possesses and applies a comprehensive knowledge across key tasks and high impact assignments. Plans and leads major technology assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as a technical expert across multiple project assignments. May supervise others.*
HACS IT Analyst 3	*Provides technical and administrative direction for tasks, including*	*Bachelor's Degree in a related field.*	*10*	*Performs expert, independent services and*

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
	review of HACS work products for correctness, compliance with industry accepted standards, policies, and user standards specified in specific TOs. Ensures problem resolution and customer satisfaction. Provides technical and administrative guidance and / or direction for technical personnel performing on a task order. Provides technical and administrative direction for tasks, including review of work products for correctness and compliance with industry accepted standards.			*leadership in specialized technical/functional areas (e.g., Contingency and Disaster Recovery, Business Process Reengineering). Conducts high-level systems analysis of functional area and formulates an effective strategy for accomplishing objectives that will overall performance and efficiency. Develops technical/functional architectures and functional specifications. Provides expertise and assistance in state-of-the-art software and hardware or area of specialization. Analyzes user needs to determine functional and cross-functional requirements. Performs functional allocation to identify required tasks and their interrelationships. Identifies resources required for each task. Provides technical/management leadership on major tasks or technology assignments. Establishes goals and plans that meet project objectives. Has domain and expert technical knowledge. Directs and controls activities for a client,*

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
				having overall responsibility for financial management, methods, and staffing to ensure that technical requirements are met. Interactions involve client negotiations and interfacing with senior management. Decision making and domain knowledge may have a critical impact on overall project implementation. May supervise others.
HACS IT Subject Matter Consultant 1	*Provides high-level architectural HACS expertise to managers and technical staff. Develops architectural products and deliverables for the enterprise and operational business lines. Develops architects, designs, and strategy for technical solutions and the infrastructure architecture and design necessary to support mission strategy. Advises on selection of technological purchases with regards to cybersecurity, systems, processing, data storage, data access, and applications development. Advises of feasibility of potential future projects to management.*	*Associate's Degree in a related field.*	*3*	*Applies fundamental concepts, processes, practices, and procedures on technical assignments. Performs work that requires practical experience and training. Work is performed under supervision.*

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
HACS IT Subject Matter Consultant 2	*Provides high-level architectural HACS expertise to managers and technical staff. Develops architectural products and deliverables for the enterprise and operational business lines. Develops architects, designs, and strategy for technical solutions and the infrastructure architecture and design necessary to support mission strategy. Advises on selection of technological purchases with regards to cybersecurity, systems, processing, data storage, data access, and applications development. Advises of feasibility of potential future projects to management.*	*Bachelor's Degree in a related field.*	*5*	*Possesses and applies a comprehensive knowledge across key tasks and high impact assignments. Plans and leads major technology assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as a technical expert across multiple project assignments. May supervise others.*
HACS IT Subject Matter Consultant 3	*Provides high-level architectural HACS expertise to managers and technical staff. Develops architectural products and deliverables for the enterprise and operational business lines. Develops architects, designs, and strategy for technical solutions and the infrastructure architecture and design necessary to support mission strategy. Advises on selection of technological purchases with regards to cybersecurity, systems, processing, data storage, data access, and applications development. Advises of feasibility of potential*	*Bachelor's Degree in a related field.*	*10*	*Provides technical/management leadership on major tasks or technology assignments. Establishes goals and plans that meet project objectives. Has domain and expert technical knowledge. Directs and controls activities for a client, having overall responsibility for financial management, methods, and staffing to ensure that technical requirements are met. Interactions involve client negotiations and interfacing with*

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
	future projects to management.			*senior management. Decision making and domain knowledge may have a critical impact on overall project implementation. Acts as a senior consultant in complex or mission critical client requirements. Develops, modifies, and applies computer modeling and programming applications to analyze and solve mathematical and scientific problems affecting system and program performance. Participates in all phases of scientific and engineering projects such as research, design, development, testing, modeling, simulating, training, and documentation. May supervise others.*
HACS IT Subject Matter Specialist 1	*Serves as subject matter specialist possessing basic knowledge of a particular area, such as business, computer science, engineering, mathematics, technologies and / or in a specific product set related to HACS. Provides technical knowledge and analysis of highly specialized applications and operational environments, high-level functional systems analysis, design, integration, documentation and*	*Bachelor's Degree in a related field.*	*3*	*Performs expert, independent services and leadership in specialized technical/functional areas (e.g., Contingency and Disaster Recovery, Business Process Reengineering). Conducts high-level systems analysis of functional area and formulates an effective strategy for accomplishing objectives that will overall performance and efficiency.*

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
	implementation advice on exceptionally complex problems that need extensive knowledge of the subject matter for effective implementation. Participates as needed in all phases of system and software development with emphasis on the planning, analysis, testing, integration, documentation, and presentation phases. Applies principles, methods and knowledge of the functional area of capability to specific task order requirements to difficult and narrowly defined technical problems in engineering and other scientific applications to arrive at solutions.			*Develops technical/functional architectures and functional specifications. Provides expertise and assistance in state-of-the-art software and hardware or area of specialization. Analyzes user needs to determine functional and cross-functional requirements. Performs functional allocation to identify required tasks and their interrelationships. Identifies resources required for each task. Provides technical/management leadership on major tasks or technology assignments. Establishes goals and plans that meet project objectives. Has domain and expert technical knowledge. Directs and controls activities for a client, having overall responsibility for financial management, methods, and staffing to ensure that technical requirements are met. Interactions involve client negotiations and interfacing with senior management. Decision making and domain knowledge may have a critical impact on overall*

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
				project implementation. May supervise others.
HACS IT Subject Matter Specialist 2	*Serves as subject matter specialist possessing moderate knowledge of a particular area, such as business, computer science, engineering, mathematics, technologies and / or in a specific product set related to HACS. Provides technical knowledge and analysis of highly specialized applications and operational environments, high-level functional systems analysis, design, integration, documentation and implementation advice on exceptionally complex problems that need extensive knowledge of the subject matter for effective implementation. Participates as needed in all phases of system and software development with emphasis on the planning, analysis, testing, integration, documentation, and presentation phases. Applies principles, methods and knowledge of the functional area of capability to specific task order requirements to difficult and narrowly defined technical problems in engineering and other scientific applications to arrive at solutions.*	*Bachelor's Degree in a related field.*	*5*	*Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.*

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
HACS IT Subject Matter Specialist 3	*Serves as subject matter specialist possessing in-depth knowledge of a particular area, such as business, computer science, engineering, mathematics, technologies and / or in a specific product set related to HACS. Provides technical knowledge and analysis of highly specialized applications and operational environments, high-level functional systems analysis, design, integration, documentation and implementation advice on exceptionally complex problems that need extensive knowledge of the subject matter for effective implementation. Participates as needed in all phases of system and software development with emphasis on the planning, analysis, testing, integration, documentation, and presentation phases. Applies principles, methods and knowledge of the functional area of capability to specific task order requirements to difficult and narrowly defined technical problems in engineering and other scientific applications to arrive at solutions.*	*Bachelor's Degree in a related field.*	*10*	*Possesses and applies a comprehensive knowledge across key tasks and high impact assignments. Plans and leads major technology assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as a technical expert across multiple project assignments. May supervise others.*
HACS Network Engineer 1	*Assists management in the operation of networks and / or security systems related to HACS. Must stay current with latest developments in network, security, and other LAN technology. Assists with hardware*	*Bachelor's Degree in a related field.*	*3*	*Provides technical/management leadership on major tasks or technology assignments. Establishes goals and plans that meet project objectives.*

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
	and software trouble shooting for the LAN / WAN. Assists with designing quality metric disciplines. Assists with the analyzing, evaluation, and testing of software / hardware problems and submits findings to management officials. Assists with troubleshooting intra-system telecommunications and / or security. Resolves hardware problems. Schedules or provides training in the use of automation equipment for the office. Maintains inventory of all data center equipment and supplies. Submits recommendations relative to the identification of supplies, equipment and furniture. Schedules or performs the repair and / or replacement of defective information technology equipment.			*Has domain and expert technical knowledge. Directs and controls activities for a client, having overall responsibility for financial management, methods, and staffing to ensure that technical requirements are met. Interactions involve client negotiations and interfacing with senior management. Decision making and domain knowledge may have a critical impact on overall project implementation. Acts as a senior consultant in complex or mission critical client requirements. Develops, modifies, and applies computer modeling and programming applications to analyze and solve mathematical and scientific problems affecting system and program performance. Participates in all phases of scientific and engineering projects such as research, design, development, testing, modeling, simulating, training, and documentation. May supervise others.*

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
HACS Network Engineer 2	*Assists management in the operation of networks and / or security systems related to HACS. Must stay current with latest developments in network, security, and other LAN technology. Assists with hardware and software trouble shooting for the LAN / WAN. Assists with designing quality metric disciplines. Assists with the analyzing, evaluation, and testing of software / hardware problems and submits findings to management officials. Assists with troubleshooting intra-system telecommunications and / or security. Resolves hardware problems. Schedules or provides training in the use of automation equipment for the office. Maintains inventory of all data center equipment and supplies. Submits recommendations relative to the identification of supplies, equipment and furniture. Schedules or performs the repair and / or replacement of defective information technology equipment.*	*Bachelor's Degree in a related field.*	*5*	*Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.*
HACS Network Engineer 3	*Assists management in the operation of networks and / or security systems related to HACS. Must stay current with latest developments in network, security, and other LAN technology. Assists with hardware and software trouble shooting for the LAN / WAN. Assists with designing quality metric*	*Bachelor's Degree in a related field.*	*10*	*Possesses and applies a comprehensive knowledge across key tasks and high impact assignments. Plans and leads major technology assignments. Evaluates performance results and recommends major changes*

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
	disciplines. Assists with the analyzing, evaluation, and testing of software / hardware problems and submits findings to management officials. Assists with troubleshooting intra-system telecommunications and / or security. Resolves hardware problems. Schedules or provides training in the use of automation equipment for the office. Maintains inventory of all data center equipment and supplies. Submits recommendations relative to the identification of supplies, equipment and furniture. Schedules or performs the repair and / or replacement of defective information technology equipment.			*affecting short-term project growth and success. Functions as a technical expert across multiple project assignments. May supervise others.*
HACS Program Manager 1	*Responsible for all aspects of a HACS program (e.g., technical, contractual, administrative, financial). Represents the Company and interfaces with the customer to ensure conformity to contractual obligations. Maintains technical and financial reports to show progress of projects to Company management and the customer; organizes all project work and assigns responsibilities to subordinates; provides quality assurance for all project activity; and oversees the successful completion of all assigned tasks.*	*Bachelor's Degree in a related field.*	*5*	*Possesses and applies a comprehensive knowledge across key tasks and high impact assignments. Plans and leads major technology assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as a technical expert across multiple project assignments. May supervise others.*

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
HACS Program Manager 2	*Responsible for all aspects of a HACS program (e.g., technical, contractual, administrative, financial). Represents the Company and interfaces with the customer to ensure conformity to contractual obligations. Maintains technical and financial reports to show progress of projects to Company management and the customer; organizes all project work and assigns responsibilities to subordinates; provides quality assurance for all project activity; and oversees the successful completion of all assigned tasks.*	*Bachelor's Degree in a related field.*	*7*	*Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.*
HACS Program Manager 3	*Responsible for all aspects of a HACS program (e.g., technical, contractual, administrative, financial). Represents the Company and interfaces with the customer to ensure conformity to contractual obligations. Maintains technical and financial reports to show progress of projects to Company management and the customer; organizes all project work and assigns responsibilities to subordinates; provides quality assurance for all project activity; and oversees the successful completion of all assigned tasks.*	*Bachelor's Degree in a related field.*	*12*	*Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.*
HACS Project Manager 1	*Responsible for all aspects of a HACS project (e.g., technical, contractual, administrative, financial).*	*Bachelor's Degree in a related field.*	*3*	*Possesses and applies a comprehensive knowledge across key tasks and high*

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
	Represents the Company and interfaces with the customer to ensure conformity to contractual obligations. Maintains technical and financial reports to show progress of projects to Company management and the customer; organizes all project work and assigns responsibilities to subordinates; provides quality assurance for all project activity; and oversees the successful completion of all assigned tasks.			*impact assignments. Plans and leads major technology assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as a technical expert across multiple project assignments. May supervise others.*
HACS Project Manager 2	*Responsible for all aspects of a HACS project (e.g., technical, contractual, administrative, financial). Represents the Company and interfaces with the customer to ensure conformity to contractual obligations. Maintains technical and financial reports to show progress of projects to Company management and the customer; organizes all project work and assigns responsibilities to subordinates; provides quality assurance for all project activity; and oversees the successful completion of all assigned tasks.*	*Bachelor's Degree in a related field.*	*5*	*Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.*
HACS Project Manager 3	*Responsible for all aspects of a HACS project (e.g., technical, contractual, administrative, financial). Represents the Company and interfaces with the customer to ensure conformity to contractual obligations.*	*Associate's Degree in a related field.*	*10*	*Applies fundamental concepts, processes, practices, and procedures on technical assignments. Performs work that requires practical experience and*

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
	Maintains technical and financial reports to show progress of projects to Company management and the customer; organizes all project work and assigns responsibilities to subordinates; provides quality assurance for all project activity; and oversees the successful completion of all assigned tasks.			*training. Work is performed under supervision.*
HACS System Analyst 1	*Formulates / defines HACS system scope and objectives. Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time, and form of desired results. Prepares detailed specifications for systems and / or programs. Assists in the design, development, testing, implementation, and documentation of new software and enhancements of existing applications. Works with project managers, developers, and end users to ensure system designs meet business requirements. Formulates / defines specifications for complex systems using engineering releases and utilities from the manufacturer. Designs, codes, tests, debugs, and documents programs and systems. Provides overall operating system support, such as sophisticated file maintenance routines, large telecommunications*	*Bachelor's Degree in a related field.*	*3*	*Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.*

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
	networks, computer accounting, and advanced mathematical / scientific software packages. Evaluates new and existing system, hardware and / or software products.			
HACS System Analyst 2	*Formulates / defines HACS system scope and objectives. Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time, and form of desired results. Prepares detailed specifications for systems and / or programs. Assists in the design, development, testing, implementation, and documentation of new software and enhancements of existing applications. Works with project managers, developers, and end users to ensure system designs meet business requirements. Formulates / defines specifications for complex systems using engineering releases and utilities from the manufacturer. Designs, codes, tests, debugs, and documents programs and systems. Provides overall operating system support, such as sophisticated file maintenance routines, large telecommunications networks, computer accounting, and advanced mathematical / scientific software packages. Evaluates new and existing system,*	*Bachelor's Degree in a related field.*	*5*	*Possesses and applies a comprehensive knowledge across key tasks and high impact assignments. Plans and leads major technology assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as a technical expert across multiple project assignments. May supervise others.*

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
	hardware and / or software products.			
HACS System Analyst 3	*Formulates / defines HACS system scope and objectives. Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time, and form of desired results. Prepares detailed specifications for systems and / or programs. Assists in the design, development, testing, implementation, and documentation of new software and enhancements of existing applications. Works with project managers, developers, and end users to ensure system designs meet business requirements. Formulates / defines specifications for complex systems using engineering releases and utilities from the manufacturer. Designs, codes, tests, debugs, and documents programs and systems. Provides overall operating system support, such as sophisticated file maintenance routines, large telecommunications networks, computer accounting, and advanced mathematical / scientific software packages. Evaluates new and existing system, hardware and / or software products.*	*Bachelor's Degree in a related field.*	*10*	*Provides technical/management leadership on major tasks or technology assignments. Establishes goals and plans that meet project objectives. Has domain and expert technical knowledge. Directs and controls activities for a client, having overall responsibility for financial management, methods, and staffing to ensure that technical requirements are met. Interactions involve client negotiations and interfacing with senior management. Decision making and domain knowledge may have a critical impact on overall project implementation. Acts as a senior consultant in complex or mission critical client requirements. Develops, modifies, and applies computer modeling and programming applications to analyze and solve mathematical and scientific problems affecting system and program performance. Participates in all phases of scientific*

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
				and engineering projects such as research, design, development, testing, modeling, simulating, training, and documentation. May supervise others.
HACS System Engineer 1	*Provides analysis and engineering services related to the design, development, and integration and maintenance of hardware, software, man-machine interfaces and all system level requirements to provide an integrated HACS solution. Develops integrated system test requirement, strategies, devices and systems. May direct system level testing. This involves the establishment of an engineering and / or operational frameworks for new systems ranging from conducting feasibility studies to post-implementation evaluation and maintenance. Systems Engineers also provide top level support for internal systems and software.*	*Associate's Degree in a related field.*	*3*	*Applies fundamental concepts, processes, practices, and procedures on technical assignments. Performs work that requires practical experience and training. Work is performed under supervision.*

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
HACS System Engineer 2	*Provides analysis and engineering services related to the design, development, and integration and maintenance of hardware, software, man-machine interfaces and all system level requirements to provide an integrated HACS solution. Develops integrated system test requirement, strategies, devices and systems. May direct system level testing. This involves the establishment of an engineering and / or operational frameworks for new systems ranging from conducting feasibility studies to post-implementation evaluation and maintenance. Systems Engineers also provide top level support for internal systems and software.*	*Bachelor's Degree in a related field.*	*5*	*Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.*
HACS System Engineer 3	*Provides analysis and engineering services related to the design, development, and integration and maintenance of hardware, software, man-machine interfaces and all system level requirements to provide an integrated HACS solution. Develops integrated system test requirement, strategies, devices and systems. May direct system level testing. This involves the establishment of an engineering and / or operational frameworks for new systems ranging from conducting feasibility studies to post-implementation*	*Bachelor's Degree in a related field.*	*10*	*Possesses and applies a comprehensive knowledge across key tasks and high impact assignments. Plans and leads major technology assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as a technical expert across multiple project assignments. May supervise others.*

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
	evaluation and maintenance. Systems Engineers also provide top level support for internal systems and software.			
HACS Technical Writer 1	*Writes a variety of HACS technical procedures, manuals and policies for documentation for a wide range of uses. May be responsible for coordinating the display of graphics and the production of the document.*	*Associates Degree in a related field.*	*2*	*Provides technical/management leadership on major tasks or technology assignments. Establishes goals and plans that meet project objectives. Has domain and expert technical knowledge. Directs and controls activities for a client, having overall responsibility for financial management, methods, and staffing to ensure that technical requirements are met. Interactions involve client negotiations and interfacing with senior management. Decision making and domain knowledge may have a critical*

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
				impact on overall project implementation. Acts as a senior consultant in complex or mission critical client requirements. Develops, modifies, and applies computer modeling and programming applications to analyze and solve mathematical and scientific problems affecting system and program performance. Participates in all phases of scientific and engineering projects such as research, design, development, testing, modeling, simulating, training, and documentation. May supervise others.
HACS Technical Writer 2	*Writes a variety of HACS technical procedures, manuals and policies for documentation for a wide range of uses. May be responsible for coordinating the display of graphics and the production of the document.*	*Associates Degree in a related field.*	*4*	*Performs expert, independent services and leadership in specialized technical/functional areas (e.g., Contingency and Disaster Recovery, Business Process Reengineering). Conducts high-level systems analysis of functional area and formulates an effective strategy for accomplishing objectives that will overall performance and efficiency. Develops technical/functional architectures and functional*

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
				specifications. Provides expertise and assistance in state-of-the-art software and hardware or area of specialization. Analyzes user needs to determine functional and cross-functional requirements. Performs functional allocation to identify required tasks and their interrelationships. Identifies resources required for each task. Provides technical/management leadership on major tasks or technology assignments. Establishes goals and plans that meet project objectives. Has domain and expert technical knowledge. Directs and controls activities for a client, having overall responsibility for financial management, methods, and staffing to ensure that technical requirements are met. Interactions involve client negotiations and interfacing with senior management. Decision making and domain knowledge may have a critical impact on overall project implementation. May supervise others.

Experience Substitution				
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.				
SERVICE (e.g. Job Title/Task)	**Functional Responsibility/Position Description**	**MINIMUM EDUCATION/ CERTIFICATION LEVEL**	**MINIMUM YEARS OF EXPERIENCE**	**Knowledge/Skill Description**
HACS Technical Writer 3	*Writes a variety of HACS technical procedures, manuals and policies for documentation for a wide range of uses. May be responsible for coordinating the display of graphics and the production of the document.*	*Bachelor's Degree in a related field.*	*7*	*Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.*

SERVICES PRICELIST SIN 54151HACS

SIN	Labor Category	GSA PRICE + IFF Feb 27, 2022 – Feb 26, 2023	GSA PRICE + IFF Feb 27, 2023 – Feb 26, 2024	GSA PRICE + IFF Feb 27, 2024 – Feb 26, 2025	GSA PRICE + IFF Feb 27, 2025 – Feb 26, 2026	GSA PRICE + IFF Feb 27, 2026 – Feb 26, 2027
54151HACS	HACS Business Subject Matter Specialist 1	$87.83	$89.59	$91.38	$93.21	$95.07
54151HACS	HACS Business Subject Matter Specialist 2	$114.19	$116.47	$118.80	$121.18	$123.60
54151HACS	HACS Business Subject Matter Specialist 3	$140.55	$143.36	$146.23	$149.15	$152.13
54151HACS	HACS Configuration Manager 1	$70.28	$71.69	$73.12	$74.58	$76.07
54151HACS	HACS Configuration Manager 2	$96.62	$98.55	$100.52	$102.53	$104.58
54151HACS	HACS Configuration Manager 3	$122.97	$125.43	$127.94	$130.50	$133.11
54151HACS	HACS Data Management Specialist 1	$96.62	$98.55	$100.52	$102.53	$104.58
54151HACS	HACS Data Management Specialist 2	$127.37	$129.92	$132.52	$135.17	$137.87
54151HACS	HACS Data Management Specialist 3	$149.32	$152.31	$155.36	$158.47	$161.64
54151HACS	HACS Engineering Subject Matter Specialist 1	$96.62	$98.55	$100.52	$102.53	$104.58
54151HACS	HACS Engineering Subject Matter Specialist 2	$127.37	$129.92	$132.52	$135.17	$137.87
54151HACS	HACS Engineering Subject Matter Specialist 3	$149.32	$152.31	$155.36	$158.47	$161.64
54151HACS	HACS IT Analyst 1	$96.62	$98.55	$100.52	$102.53	$104.58
54151HACS	HACS IT Analyst 2	$118.59	$120.96	$123.38	$125.85	$128.37
54151HACS	HACS IT Analyst 3	$140.55	$143.36	$146.23	$149.15	$152.13
54151HACS	HACS IT Subject Matter Consultant 1	$197.64	$201.59	$205.62	$209.73	$213.92
54151HACS	HACS IT Subject Matter Consultant 2	$263.52	$268.79	$274.17	$279.65	$285.24
54151HACS	HACS IT Subject Matter Consultant 3	$307.44	$313.59	$319.86	$326.26	$332.79

SIN	Labor Category	GSA PRICE + IFF Feb 27, 2022 – Feb 26, 2023	GSA PRICE + IFF Feb 27, 2023 – Feb 26, 2024	GSA PRICE + IFF Feb 27, 2024 – Feb 26, 2025	GSA PRICE + IFF Feb 27, 2025 – Feb 26, 2026	GSA PRICE + IFF Feb 27, 2026 – Feb 26, 2027
54151HACS	HACS IT Subject Matter Specialist 1	$131.75	$134.39	$137.08	$139.82	$142.62
54151HACS	HACS IT Subject Matter Specialist 2	$149.32	$152.31	$155.36	$158.47	$161.64
54151HACS	HACS IT Subject Matter Specialist 3	$175.68	$179.19	$182.77	$186.43	$190.16
54151HACS	HACS Network Engineer 1	$96.62	$98.55	$100.52	$102.53	$104.58
54151HACS	HACS Network Engineer 2	$122.97	$125.43	$127.94	$130.50	$133.11
54151HACS	HACS Network Engineer 3	$140.55	$143.36	$146.23	$149.15	$152.13
54151HACS	HACS Program Manager 1	$131.75	$134.39	$137.08	$139.82	$142.62
54151HACS	HACS Program Manager 2	$153.71	$156.78	$159.92	$163.12	$166.38
54151HACS	HACS Program Manager 3	$175.68	$179.19	$182.77	$186.43	$190.16
54151HACS	HACS Project Manager 1	$109.80	$112.00	$114.24	$116.52	$118.85
54151HACS	HACS Project Manager 2	$131.75	$134.39	$137.08	$139.82	$142.62
54151HACS	HACS Project Manager 3	$153.71	$156.78	$159.92	$163.12	$166.38
54151HACS	HACS System Analyst 1	$87.83	$89.59	$91.38	$93.21	$95.07
54151HACS	HACS System Analyst 2	$105.41	$107.52	$109.67	$111.86	$114.10
54151HACS	HACS System Analyst 3	$131.75	$134.39	$137.08	$139.82	$142.62
54151HACS	HACS System Engineer 1	$105.41	$107.52	$109.67	$111.86	$114.10
54151HACS	HACS System Engineer 2	$140.55	$143.36	$146.23	$149.15	$152.13
54151HACS	HACS System Engineer 3	$166.90	$170.24	$173.64	$177.11	$180.65
54151HACS	HACS Technical Writer 1	$70.28	$71.69	$73.12	$74.58	$76.07
54151HACS	HACS Technical Writer 2	$96.62	$98.55	$100.52	$102.53	$104.58
54151HACS	HACS Technical Writer 3	$122.97	$125.43	$127.94	$130.50	$133.11

THIS PAGE INTENTIONALLY LEFT BLANK